



## Vacancy Notice

The Ministry of Natural Resources in collaboration with the United Nations Development Programme (UNDP) are engaged in the multi-year project **planetGOLD Suriname “GEF GOLD+: Advancing Formalization and Mercury-Free Gold in Suriname”**.

The planetGOLD Suriname project aims to overcome a sectorial context that encompasses a series of gaps that delay the national capacity to comply with the obligations of Suriname under the Minamata Convention for the ASGM sector, in an environmentally sustainable market approach, which will deliver multiple benefits at mining district, national and global levels through institutional strengthening and environmentally sound management and elimination of mercury. The project is funded by, among others, the GEF through the UNDP and implementation is jointly in the hands of the Ministry of Natural Resources.

The planetGOLD Suriname project invites applications for the following consultancy:

1. **Technical Expert**
2. **Communication Officer**
3. **Stakeholder Engagement Specialist**

**These consultancies are open to nationals or legal residents of Suriname.**

The Terms of Reference (ToR) can be downloaded from the website <https://gov.sr/ministeries/ministerie-van-natuurlijke-hulpbronnen/vacatures/> or requested via [piugefgold@gmail.com](mailto:piugefgold@gmail.com)

Interested candidates who meet the criteria mentioned in the Terms of Reference can send their application by email, no later than **14 March 2025 at 16:00 hrs. Suriname time** to [piugefgold@gmail.com](mailto:piugefgold@gmail.com) with a cc to [silvia.karwofodi@gov.sr](mailto:silvia.karwofodi@gov.sr)

The subject title of the email should read: *1) “Application for Technical Expert “or 2) “Application for Communication Officer” or 3) “Application for Stakeholder Engagement Specialist”*

The submission letter should be addressed to:

The Ministry of Natural Resources of Suriname  
Mr. Dr. J. C. de Mirandastraat 13-15  
Paramaribo, Suriname  
**Attn. Deputy Permanent Secretary Financial Management**

**ONLY APPLICATIONS THAT MEET THE REQUIREMENTS AS SPECIFIED IN THE TOR WILL BE CONSIDERED**



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 Suriname  
 Tel: (597) 410160 / 421455  
[www.naturalresources.gov.sr](http://www.naturalresources.gov.sr)  
 E-mail:

**Terms of Reference (TOR)**

**I. Position Information**

Project	Global Opportunities for Long-term Development of ASGM Sector Plus - GEF GOLD + in Suriname
Title	Technical expert
Contract type	Individual Consultant
Duty station (City and Country)	Paramaribo, Suriname
Type (Regular or Short term)	Short term (three days a week over a period of 6 months)
Office- or Home-based	Office based, with regular field visits to the interior
Expected starting date	April 2025
Expected Duration	6-12 Months with option for contract extension upon satisfactory performance

**2. Project Description**

*Project context*

The GEF financed Full Size project (FSP) (Grant: USD5,250,000; implemented under the National Implementation Modality (NIM), with support from the United Nations Development Programme (UNDP) Country Office in Suriname, aims to overcome a sectorial context that encompasses a series of gaps that delay the national capacity to comply with the obligations of Suriname under the Minamata Convention for the ASGM sector, in an environmentally sustainable market approach, which will deliver multiple benefits at mining district, national and global levels through institutional strengthening and environmentally sound management and elimination of mercury.

This FSP is part of a Child Project under the planetGOLD global program launched by the GEF with the target of mercury reduction as its main objective, in compliance with the global commitments of the Minamata Convention. This project aims to achieve this target by introducing mercury-free gold extraction methods, and by helping to formalize the sector in 17 active countries around the world, being Suriname one of them.

This FSP has been organized into four components and four substantive outcomes:

- Outcome 1: A higher degree of formalization in the sector through multi-sectoral, integrated approaches and capacity building of formalization actors.
- Outcome 2: Improved income for ASGM miners through the attainment of better gold prices facilitated by transparent and responsible supply chains.
- Outcome 3: Reduced mercury use in ASGM enabled by the increased uptake of mercury-free technologies by miners.
- Outcome 4: Knowledge sharing and communication strategies targeted at all ASGM stakeholders to support and increase formalization and mercury reduction.

The project will provide Global Environmental Benefits in terms of avoiding six (6) tons of mercury currently used by small-scale gold miners; benefiting at least, 45,446 women and 45,736 men.

It is with this background that a qualified, experienced and self-motivated Technical Expert is being sought for recruitment.

### 3. Scope of Work

Under the overall supervision and guidance of the Project Manager, the Consultant will have the responsibility of designing, developing and implementing activities and pilot project interventions to enable the increased uptake of mercury-free technologies by miners as specified in Component 3 of the Project Document.

#### *Summary of key functions*

Specific responsibilities will include:

- Development, design and implementation of the output’s pilot projects.
- Training of the selected mining entities for enabling the increased uptake of mercury-free technologies by miners.
- Preparing and disseminating one (1) guideline for Best Environmental Practices (BEP).
- In collaboration with the communication officer develop and deliver training materials and workshops for miners, mining cooperatives, local government authorities, and other stakeholders on best practices in sustainable mining, processing, and environmental management.
- Provide technical support in the implementation of sustainable and environmentally Responsible Gold Mining practices and technologies.
- Provide technical support to the other activities of the project that are necessary so that they are articulated with the overall objective of the FSP, including the technical supervision of consultancies that are contracted for associated aspects.
- Organize and lead field visits to the pilot sites, assess the status of these ASGM operations and provide recommendations for enhancement.;
- Work closely with local government agencies, NGOs, and other partners involved in the ASGM sector to ensure a collaborative approach to sector improvement.

- Assist in the identification of opportunities for financing and technical support for small-scale miners and communities.
- Advise on policy reforms that could support sustainable ASGM practices, including mining licenses, land rights, and environmental protection laws.
- Assist in the development of legal frameworks that balance the needs of the ASGM sector with broader national development goals.
- In collaboration with the engagement specialist and communication officer organize and facilitate community outreach activities to raise awareness of the benefits and challenges of sustainable ASGM practices.
- Provide expert advice on safe and efficient mining methods, equipment, and technologies.
- Support in the preparation of technical reports, progress reports, multi-year workplan and other plans/reports as required by the implementing agency and donor organization.
- Support the Project Manager in specialized activities were deemed relevant.

#### 4. Expected Deliverables

• Develop, design and implement a strategy for the outputs of the pilot projects.
• Develop, design and implement a strategy for sustainable and environmentally Responsible Gold Mining practices and technologies.
• Preparing and disseminating one (1) guideline for Best Environmental Practices (BEP).
• Prepare a technical, assessment and progress reports of pilot sites
• A training curriculum for ASGM workers and local stakeholders on environmentally friendly and safe mining practices.
• A set of guidelines or a toolkit for introducing mercury-free extraction techniques.
• Policy recommendations for improving the regulatory and legal framework of the ASGM sector.

#### Location

Ministry of Natural Resources, Suriname

#### 5. Institutional Arrangement

The Technical Expert will be directly supervised by the Project Manager.

#### 6. Minimum Qualifications of the Successful Individual Consultant

<i>Core</i>	
<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 2: Offer new ideas/open to new approaches, demonstrate systemic/integrated thinking

<b>Learn Continuously:</b>	LEVEL 2: Go outside comfort zone, learn from others and support their learning	
<b>Adapt with Agility:</b>	LEVEL 3: Proactively initiate and champion change, manage multiple competing demands	
<b>Act with Determination:</b>	LEVEL 2: Able to persevere and deal with multiple sources of pressure simultaneously	
<b>Engage and Partner:</b>	LEVEL 2: Is facilitator/integrator, bring people together, build/maintain coalitions/partnerships	
<b>Enable Diversity and Inclusion:</b>	LEVEL 2: Facilitate conversations to bridge differences, considers in decision making	
<b>Cross-Functional &amp; Technical competencies (insert up to 7 competencies)</b>		
<b>Thematic Area</b>	<b>Name</b>	<b>Definition</b>
Communications	Advocacy strategy and implementation	Ability to create and implement advocacy strategies which lead to impactful change.
Partnership Management	Relationship management	Ability to engage with a wide range of public and private partners, build sustain and or strengthen working relations thrust and mutual understanding.

<b>Min. Academic Education</b>	<ul style="list-style-type: none"> <li>A university degree (MSc or PhD) in a subject related to Environmental Sciences, Environmental Chemistry, Mining, Geology, or Chemical Sciences.</li> </ul>
<b>Min. years of relevant Work experience</b>	<ul style="list-style-type: none"> <li>At least five years of relevant work experience in Government environmental management in projects with small and medium industries, in the development of environmental inventories, a solid base in hazardous waste (ASGM activities would be an asset)</li> <li>Experience in implementing capacity-building programs or working with local communities in the ASGM sector.</li> <li>Experience in working with international organizations (GEF and UN projects), government agencies, and NGOs.</li> </ul>
<b>Required skills and competencies</b>	<ul style="list-style-type: none"> <li>Strong technical knowledge of mining methods, processing technologies, and environmental management practices in the ASGM sector.</li> <li>Ability to interact with government agencies, communication, negotiation of agreement</li> </ul>

	<ul style="list-style-type: none"> <li>• Ability to develop and maintain links with external and internal agents.</li> <li>• Results-based approach.</li> <li>• Ability to generate synergy and consensus guidance to achieve project results.</li> <li>• Very good inter-personal skills.</li> <li>• Strong communication skills and presentation skills, including the ability to prepare reports and training materials. Strong knowledge about the political and socio-economic context related to ASGM at national and subnational levels.</li> <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> </ul>
<b>Desired additional skills and competencies</b>	<ul style="list-style-type: none"> <li>• Previous work experience in fields related to Chemicals and Waste related conventions.</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>	<ul style="list-style-type: none"> <li>• Excellent language skills in English (writing, speaking and reading) and in Dutch</li> </ul>
<b>Professional Certificates</b>	N/A

## 7. Travel:

The Technical Expert must be available to travel to mining sites and other relevant areas, as required

## 8. Payment and Terms

The consultant's fee will be based on daily rates, to be paid upon completion of deliverables, as agreed.

**9. The following documents shall be required from the applicants:**

1. Technical Proposal

- a) Indicating the consultant's understanding of the TOR and how they propose to carry out the task with expected deliverables including a workplan with timeline;
- b) Personal CV, indicating all past positions held and their main underlying functions, their durations (month/year), the qualifications, as well as the contact details (email and telephone number) of the Candidate, and at least three (3) the most recent professional references of previous supervisors. References may also include peers.
- c) A cover letter (maximum length: 1 page) indicating why the candidate considers him-/herself to be suitable for the position.
- d) Managers may ask (ad hoc) for any other materials relevant to pre-assessing the relevance of their experience, such as reports, presentations, publications, campaigns or other materials.

2. Financial Proposal

- a. Applicants are instructed to submit their financial proposals in Suriname Dollars (SRD) for this consultancy. Selected candidate who submitted a US Dollar quotation will be paid in SRD at the prevailing UNORE rate at time of payment. For reference please see link below:  
<https://treasury.un.org/operationalrates/OperationalRates.php#S>
- b. Financial proposals must indicate an all-inclusive daily fee. The daily fee in the financial proposal must consider the various expenses the applicant expects to incur during contract, including: the daily professional fee, communications, utilities and consumables, life, health and any other insurance; and any other relevant expenses, related to the performance of services under the contract. Costs for travelling to the field/ interior and meeting costs associated with consultations should not be included in the proposal.

**9. Annexes to the TOR**

- a) Links to any relevant (non-confidential) materials that may help candidates gain a better understanding of the project context: <https://www.planetgold.org/>
- b) Organigram of the project indicating the position of the function is attached as Annex I.

**General Overview Organigram**

