



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. **Gender Consultant**
2. **Financial 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

Interested candidates who meet the criteria mentioned in the Terms of Reference can send their **application (Cover letter, CV, Technical Proposal and Financial Proposal)** by email, no later than **10 April 2025 at 16:00 hrs. Suriname time** to piugefgold@gmail.com with a cc to silvia.karwofodi@gov.sr

The subject title of the email should read: **1) “Application for Gender Consultant “or 2) “Application for Financial 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



Mr. J.C. de Mirandastraat 11-15, Paramaribo,
Suriname
Tel: (597) 410160 / 421455
www.naturalresources.gov.sr
E-mail:

Terms of Reference (TOR)

1. Position Information

Project	Global Opportunities for Long-term Development of ASGM Sector Plus - GEF GOLD + in Suriname
Title	National Consultant for the Financial Inclusion and Responsible Supply Chains
Contract type	Individual Consultant
Duty station (City and Country)	Paramaribo, Suriname
Type (Regular or Short term)	Short term consultancy
Office- or Home- or Hybrid-based	Hybrid based, with regular field visits to the interior
Expected starting date	May 2025
Expected Duration	Eight (8) months (May-December 2025) 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 Financial Specialist is being sought for recruitment.

3. Scope of Work

Under the overall supervision and guidance of the Project Manager, the consultant will be responsible for the mobilization of incremental financial resources to develop a proof of concept for mercury-free responsible supply chains due diligence, based on the design of a financial scheme suitable to sustain the total elimination of the use mercury and creating opportunities for ASGM sector with financial institutions.

The overall objective of the consultancy is to create opportunities for ASGM sector with financial institutions to procure/retrofit equipment and invest in business skills for men and women.

Specific responsibilities will include:

- Educating and collaborating with local and regional financial institutions.
- Facilitating access to formal financial services for ASGM miners, which often lack banking access.
- Developing and implementing financial literacy programs to educate miners on financial management, savings, and investment.
- Identifying and securing appropriate funding sources for ASGM operations, including microfinance, impact investments, and government grants.
- Evaluating the financial viability of ASGM projects in Suriname and providing guidance on investment strategies.
- Assisting ASGM miners in formalizing their businesses, which involves complying with financial regulations, tax laws, and reporting requirements and to access funds.
- Assisting the ASGM miners and financiers in closing suitable deals by connecting ASGM miners with formal gold markets and fair-trade initiatives to ensure fair prices and secure transactions
- Preparing and validating standard covenants between financiers and organized miners.
- Setting up solidarity microfinance funds aimed at financing women's ventures in ASM communities.

4. Deliverables, Payment schedule and Terms

The consultant will be paid a lump sum upon completion and approval of each deliverable, as agreed.

No	Deliverable	Timeline for submission	Payment Schedule
1	Inception report, including a detailed work plan and stakeholder list	2 weeks after contract signing	10% upon approval of inception report
2	Report outlining key local and regional financial institutions and their potential for collaboration with ASGM miners in Suriname.	1 month after submission of inception report	15% upon approval of the report
3	A detailed strategy outlining how to facilitate ASGM miners' access to formal financial services, including specific recommendations and action plan to ensure financial viability.	1 month after submission of deliverable 2.	15% upon approval of the strategy
4	Funding proposals for microfinance institutions, impact investors, and government grant programs, specifically targeted for ASGM operations.	1 month after submission of the strategy.	10% upon delivery and approval of these proposals.
5	Report to set up microfinance fund to support women's ventures in mining communities	1 month after submission of the strategy.	10% upon approval of report.
6	An educational and capacity building programme to assist miners to access funds and;	1 month after submission of the detailed strategy	15% upon delivery and approval of the programme
7	Proposal for user-friendly training materials, manuals, and visual aids for financial literacy workshops	1 month after submission of the detailed strategy	15 % upon delivery and approval of this proposal
8	Standard covenants between financiers and miners for mutual benefit.	1 month after submission of educational and capacity building programme	10% upon approval of the report regulation

5. Institutional Arrangement

The Consultant will be directly supervised by the Project Manager.

6. Minimum Qualifications of the Successful Individual Consultant

- Master's degree or equivalent, preferably in the field of Business Management/Project Finance or similar.
- At least seven years of work experience in Government environmental management projects with small and medium industries, with a solid base in rural microfinance operations, particularly in ASGM sector.
- Strong knowledge about the political and socio-economic context related to ASGM at national and subnational levels.
- Previous experience with donor organizations (UN or GEF-funded projects) governmental institutions, NGO or private sector/ consulting firms.
- Excellent language skills in English (writing, speaking and reading) and in Dutch

7. Travel

The Consultant must be available to travel to mining sites and other relevant areas, as required.

8. 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. Evaluation Method and Criteria

The consultant will be evaluated against a combination of technical and administrative criteria (combined scoring method).

Combined Scoring Approach:

- **Technical Evaluation:** 70% of the total score, focusing on education, relevant experience, knowledge, and understanding of the Terms of Reference (TOR). The technical component for the scope of works (technical capacity and related qualifications and Methodology) would accumulatively contribute to 70% of 500 points.
- **Financial Proposal:** 30% of the total score, assessing cost-effectiveness and feasibility would accumulatively contribute to 30% of 500 points.

1. Technical Evaluation (350 Points Total)

(Weight: 70%)

Selection Criteria	
1. Professional Qualifications	Max Points (200 pts)
1.1 Education and Professional Experience	
Master’s degree or equivalent, preferably in the field of Business Management/Project Finance or similar.	70
At least seven years of relevant experience in Government environmental management projects with small and medium industries, with a solid base in rural microfinance operations, particularly in ASGM sector	40
1.2 Knowledge and Skills	
Strong knowledge about the political and socio-economic context related to ASGM at national and subnational levels.	30
Previous experience with donor organizations (UN or GEF-funded projects) governmental institutions, NGO or private sector/ consulting firms.	30
Proficiency in English and Dutch (written and spoken).	30

2. Technical Proposal (Approach and Implementation Plan) Quality of the technical proposal, including understanding of TOR, proposed methodology, and work plan.	Score	Max. Points (150pts)	
The proposed approach and workplan is clear and coherent with the TOR demonstrating fulfilment of the requirements and provides clear and encouraging signs that the consultant will provide an adapted work.		Very Poor Poor Satisfactory Good Excellent	5 10 25 45 70
The proposed approach and workplan has sufficient details and is well balanced. The scope of each task is clearly defined addressing all aspects of the TOR and there is not uncertainty as to what will be provided.		Very Poor Poor Satisfactory Good Excellent	1 5 15 30 40
Sequence of activities are logical, realistic and the execution of the methodology is coherent and constructive.		Very Poor Poor Satisfactory Good Excellent	1 5 15 30 40
Final Score	70%		350