

Terms of Reference (TOR)
Chief Technical Advisor (CTA)

Project Title:	GEF GOLD+ Suriname: Global Opportunities for Long-term Development of ASGM Sector Plus
Position Title:	Chief Technical Advisor (CTA)
Location:	Home-based, with missions to Paramaribo, Suriname as required
Contract Type:	Part-Time Consultancy (estimated 80 days per year)
Expected Duration:	One year, with possibility of extension

1. Background

The GEF planetGOLD+ Suriname project is a Full-Size Project (FSP), financed by the GEF (Grant: \$5,250,000) and implemented under the National Implementation Modality (NIM) jointly in the hands of the Ministry of Natural Resources with support from the United Nations Development Programme (UNDP) Country Office in Suriname. This FSP is a Child Project under the global planetGOLD program, with the overarching goal of mercury reduction in compliance with the Minamata Convention.

The project aims to overcome key sectoral gaps that delay Suriname's capacity to comply with its Minamata Convention obligations for the ASGM sector. It adopts an environmentally sustainable market approach designed to deliver multiple benefits at local, national, and global levels through institutional strengthening and the elimination of mercury.

The project strategy centers on transform the Artisanal and Small-Scale Gold Mining (ASGM) sector by establishing mercury-free, environmentally responsible demonstration plants. Its implementation involves establishing two distinct pilot sites: one on the Cariminco NV mining property in the Tibiti area and another on the Sarakreek Resources Corporation NV property in the Sarakreek area.

The day-to-day technical execution at each site will be managed by a dedicated Technical Expert. To complement these roles, the project is seeking a senior Chief Technical Advisor (CTA) to provide independent, high-level strategic guidance and ensure a harmonized technical approach across the entire project.

This project is organized into four substantive outcomes that address both formalization and environmental performance:

- 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 is expected to deliver significant Global Environmental Benefits by avoiding six (6) tons of mercury currently used by small-scale gold miners, benefiting at least 45,446 women and 45,736 men.

2. Objective of the consultancy

The primary objective of the CTA is to provide strategic, high-level technical oversight and quality assurance across all technical components of the project, ensuring the project's technical activities are sound, its outputs are of high quality, and its overall strategy remains aligned with international best practices and the project's goals, guaranteeing the successful and harmonized implementation of the mercury-free demonstration plants at both the Tibiti and Sarakreek pilot sites. The advisor will also provide oversight on compliance with GEF, UNDP, and national environmental standards.

3. Key responsibilities and scope of work

The CTA's role is strategic and advisory, not day-to-day implementation. The CTA's key responsibilities are:

Strategic guidance and risk management:

- Advise the Project Manager and Project Board on the overall technical direction, strategy, and feasibility for both pilot projects.
- Identify, analyze, and report on potential technical risks across the program, proposing effective mitigation strategies to the PMU.

Quality assurance and technical review:

- Conduct independent peer reviews of key technical documents and deliverables produced by the technical teams (e.g., feasibility studies, engineering designs, field reports, and procurement documents).
- Provide expert feedback on technical specifications to ensure they are robust, fit-for-purpose, and aligned with international best practices.

- Advise on monitoring, data collection, and performance measurement of project outputs.

Technical cohesion and knowledge sharing:

- Ensure a consistent and harmonized technical approach is applied across both pilot sites, where appropriate.
- Promote knowledge sharing and facilitate the exchange of lessons learned between the two technical teams to enhance overall project effectiveness.
- Review and advise on site-level work plans, training modules, and operational procedures.

High-level stakeholder support:

- Participate in Project Board meetings and other high-level technical forums to provide expert commentary and advice.
- Assist the PMU in communicating complex technical concepts to non-technical stakeholders, including government partners and donors.

4. Competencies

Strategic thinking: Ability to provide high-level, forward-looking advice that aligns technical details with the project's long-term strategic goals.

Communication: Exceptional written and oral communication skills, with the ability to convey complex technical information clearly and concisely to diverse audiences.

Stakeholder management: Strong diplomatic and interpersonal skills to effectively advise and collaborate with government officials, UNDP staff, and technical experts.

Analytical skills: A proven ability to critically review and analyze complex technical and financial documents, identifying risks and opportunities.

Leadership and mentorship: Ability to provide guidance and mentorship to project staff and national counterparts.

5. Expected deliverables and payment schedule

Deliverable	Description	Tentative Timeline	Payment
1. Inception Report	An inception report outlining the CTA's detailed work plan, methodology, and schedule of activities.	Within 2 weeks of contract signing	10%
2. Quarterly Report 1	A technical progress and risk assessment report covering both pilot sites for the first quarter.	End of Month 3	20%

Deliverable	Description	Tentative Timeline	Payment
3. Mid-Term Review Report	A comprehensive review of key technical documents produced by the project's consultants (e.g., FEED Study).	End of Month 6	30%
4. Quarterly Report 2	A technical progress and risk assessment report covering both pilot sites for the third quarter.	End of Month 9	20%
5. Final Annual Report	A consolidated report summarizing the year's technical progress, challenges, lessons learned, and strategic recommendations for the following year.	End of Month 12	20%

6. Qualifications and experience

- An advanced university degree (MSc or PhD) in Mineral Processing, Metallurgical Engineering, Mining Engineering, or a related field.
- A minimum of **15 years** of extensive international experience in the design, management, and/or oversight of mineral processing projects.
- **Proven track record in a senior advisory or oversight capacity** on large-scale technical projects, preferably with international development organizations.
- Deep technical expertise in gold processing, particularly in gravity separation, mercury-free technologies, and ASGM.
- Exceptional analytical, communication, and diplomatic skills.

7. Application process

Interested individuals must submit the following documents/information to demonstrate their qualifications:

1. Technical proposal
 - A cover letter explaining why they are the most suitable for the work and providing a brief mythology on how they will approach and conduct the work;
 - A Personal History Form/ CV indicating all past experience, as well as the contact details (email and telephone number) of the consultant and at least three (3) professional references.
 - Letter of Confirmation of Interest and Submission of Financial proposal.
2. Financial Proposal
 - Applicants are instructed to submit their financial proposals in US Dollars for this consultancy.
 - Financial proposals must indicate a 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.

8. Evaluation method and criteria

Individual consultants will be evaluated based on the following methodology:

Cumulative analysis

The award of the contract shall be made to an applicant whose offer has been evaluated and determined as:

- Responsive/compliant/acceptable;
- Having received the highest score out of a pre-determined set of weighted technical and financial criteria specific to the solicitation.

Technical Criteria: weight 70% of 150 points

Financial Criteria: weight 30% of 150 points

The technical proposal will be evaluated based on the following criteria:

Criteria	Maximum Points
Relevant Experience in a Senior Technical Advisory Role	35
Technical Expertise in Gold Processing & ASGM	45
Proposed Methodology & Approach	25
Total	105

Only candidates obtaining a minimum of 70 points in the Technical Evaluation will be considered for the Financial Evaluation.

9. Reporting structure

- The CTA will report contractually and administratively to the Project Manager of the GEF GOLD+ PMU.
- The CTA will provide direct technical advice to both the Project Manager and the Project Board.
- The CTA will work as a senior advisor and peer to the project's Technical Experts, providing strategic oversight and a harmonizing function.



CALL FOR CONSULTANCY (Re-advertisement)

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 individual consultancy:

CHIEF TECHNICAL ADVISOR (CTA)

The consultancy is open to nationals and internationals.

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 **October 31 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: “*Application for Chief Technical Advisor*”

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

