



## CALL FOR CONSULTANCY

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:

### LEGAL EXPERT (LE)

**The consultancy is open to nationals.**

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 (Cover letter, CV, Technical Proposal and Financial Proposal)** by email, no later than **March 24 2026 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: *“Application for Legal Expert “*

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](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
Position	Legal Expert (Local)
Contract type	Individual Consultant
Duty station (City and Country)	Paramaribo, Suriname
Type (Regular or Short term)	Short term Consultancy
Expected starting date	March 2026
Expected Duration	Three (3) Months (March - May 2026) 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:

	<small>Supported by:</small> 	<small>Implemented by:</small> 	<small>Executed by:</small> 
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- 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 Legal Consultant is being sought for recruitment.

### 3. Scope of Services

Under the overall supervision and guidance of the Project Manager, the Legal Expert will support the Ministry of Natural Resources in providing legal advisory services and assist in the finalization of contracts between the Ministry of Natural Resources and local stakeholders with the following objectives:

1. draft and/or review an agreement between the Ministry of Natural Resources and stakeholders to efficiently and effectively promote environmentally responsible mining practices (ERMPs) and technologies, in particular in the ASGM sector
2. strengthen institutional capacities for public policies on enhancing the formalization of the ASGM sector in accordance with the legal and regulatory framework and compliance with the obligations of the Minamata Convention

The consultant's key activities will include:

1. Draft and/or review 2 contracts between the Ministry of Natural Resources and relative stakeholders and submit the draft contracts to the Ministry of Natural Resources;
2. Draft and/or review 1 protocol containing procedures for data management and data sharing
3. Perform an assessment of the draft contracts in order to make sure that they are in agreement with national policies, plans and regulations governing the ASGM sector and mercury reduction in Suriname
4. Facilitate 2 sessions whereby the draft contract is presented to internal (Ministry of Natural Resources, UNDP, Project Management Unit (PMU) and external stakeholders

5. Prepare and provide the Ministry of Natural Resources with final draft contracts, which can be submitted to the stakeholders for signing;

#### 4. Institutional Arrangement

The Consultant will be directly supervised by the Project Manager.

#### 5. Qualifications of the Successful Individual Consultant

- A Master’s degree in law, preferably with a specialization in environmental or mining legislation
- At least ten years’ relevant experience in providing legal services, five (5) of which should be in the area of contract law with experience in the field of mining, environmental protection, health, hygiene and safety
- Relevant experience in drafting contracts, with specialization in mining or related field;
- Familiarity with the legal and regulatory framework that governs Suriname’s mining sector, especially with regards to plans and regulations governing the ASGM sector;
- Strong knowledge about the political and socio-economic context related to ASGM at national and subnational levels.
- Ability to review and assess the legal and regulatory framework for Health, Safety, and Environmental Services (HSES).
- Previous experience with donor organizations (UN or GEF-funded projects) governmental institutions, NGO or private sector/ consulting firms.
- Proof of good legal standing and registration with a legal professional body in the country.
- Excellent written skills and fluency in Dutch and English

#### 6. Deliverables and Payment Schedule

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

Deliverable	Timeline submission for	Payment Schedule
Inception report	1 week after contract signing	10% upon approval of inception report

Perform an assessment of the draft contracts in order to make sure that they are in agreement with national policies, plans and regulations governing the ASGM sector and mercury reduction in Suriname	2 weeks after weeks after approved inception report	20% upon approval of the assessment report that assures the agreement is in line with national policies, plans and regulations governing the ASGM sector and mercury reduction in Suriname
Drafted and/or reviewed Agreements and protocols with stakeholders	2 weeks after weeks after approved inception report	20% upon approval of the report of the last consultation session held
Updated draft Agreement, incorporating comments from stakeholders;	1 week after the last consultation session is held	20% upon approval and receipt of contracts which incorporates comments from stakeholders
Facilitate sessions whereby the draft contract is presented to internal and external stakeholders	1 week after the last consultation session is held	20% upon approval of progress reports after facilitation session was held
Prepare final draft contracts, which can be submitted to the third parties for signing	1 weeks after the last consultation session is held	10% upon receipt of final draft contracts

## 7. 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.

## 8. Evaluation Method and Criteria

The Legal Expert will be evaluated against a combination of technical and administrative criteria (combined scoring method). The technical component for the scope of works (technical capacity and related qualifications and Methodology) would accumulatively contribute to 70% of 350 points. The financial proposal will be assigned 30%.

### 1. Technical Evaluation (350 Points Total)

(Weight: 70%)

SelectionCriteria	
1. Professional Qualifications	Max Points (200 pts)
<b>1.1 Education and Professional Experience</b>	
A Master’s degree in Law, preferably with a specialization in environmental or mining legislation	45
At least ten years’ relevant experience in providing legal services, five (5) of which should be in the area of contract law with experience in the field of mining, environmental, protection, health, hygiene and safety	45
Relevant experience in the drafting of laws and regulations, with specialization in contract law, mining or related field.	30
Familiarity with the legal and regulatory framework that governs Suriname’s mining sector, especially with regards to permitting and licensing.	30
Previous experience with donor organizations (UN or GEF-funded projects) governmental institutions, NGO or private sector/ consulting firms.	10
<b>1.2 Knowledge and Skills</b>	
Strong knowledge about the political and socio-economic context related to ASGM at national and subnational levels.	10
Familiarity with the legal and regulatory framework that governs Suriname’s mining sector, especially with regards to plans and regulations governing the ASGM sector	10

SelectionCriteria	
<b>1. Professional Qualifications</b>	<b>Max Points (200 pts)</b>
Proof of good legal standing and registration with a legal professional body in the country	10
Proficiency in English and Dutch (written and spoken).	10

<b>2. Technical Proposal (Approach and Implementation Plan)</b>	<b>Score</b>	<b>Max. Points (150pts)</b>	
Quality of the technical proposal, including understanding of TOR, proposed methodology, and work plan.			
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.		Weak	25
		Satisfactory	40
		Good	55
		<b>Excellent</b>	<b>70</b>
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.		Weak	10
		Satisfactory	20
		Good	30
		<b>Excellent</b>	<b>40</b>
Sequence of activities are logical, realistic and the execution of the methodology is coherent and constructive.		Weak	10
		Satisfactory	20
		Good	30
		<b>Excellent</b>	<b>40</b>
<b>Final Score</b>	<b>70%</b>		<b>350</b>