

REPUBLIQUE DU CAMEROUN
Paix – Travail – Patrie

MINISTRE DE L'ENVIRONNEMENT,
DE LA PROTECTION DE LA NATURE
ET DU DEVELOPPEMENT DURABLE

SECRETARIAT GENERAL

PROJET DE BIOSECURITE
AU CAMEROUN



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REPUBLIC OF CAMEROON
Peace – Work – Fatherland

MINISTRY OF ENVIRONMENT,
PROTECTION OF NATURE AND
SUSTAINABLE DEVELOPMENT

SECRETARIAT GENERAL

CAMEROON BIOSECURITY
PROJECT

CAMEROON BIOSECURITY PROJECT

***THE IMPLEMENTATION AND INSTITUTIONALIZATION OF A NATIONAL MONITORING AND
MANAGEMENT FRAMEWORK FOR LIVING MODIFIED ORGANISMS AND INVASIVE ALIEN SPECIES***

TERMS OF REFERENCE(S)

OF PUBLISHED ACTIVITIES FOR RECRUITMENT OF CONSULTANTS UNDER PROJECT COMPONENT 2

B.2.1. CONSULTANCY TO TEST NATIONAL BIOSECURITY TOOLS DEVELOPED DURING THE FIRST PHASE OF EXECUTION OF THE PROJECT AT PILOT SITE LEVEL WITH REGARDS TO RISK-BASED MANAGEMENT STRATEGIES AND CONTINGENCY PLANNING PROCESS AND EMERGENCY RESPONSE EXERCISES.

B.2.2. CONSULTANCY TO SYSTEMATICALLY ASSESS THE INVASIVE SPECIES DISTRIBUTIONS IN CAMEROON AND THE VULNERABILITY OF DIFFERENT CLIMATIC ZONES TO DIFFERENT BIOLOGICAL INVADERS IN THE LIGHT OF CLIMATE CHANGE.

B.3.1. CONSULTANCY TO INCORPORATE BIOSECURITY MEASURES IN THE RESTORATION OF DEGRADED LANDS USING LOCAL PLANT SPECIES AND TREE PRODUCTS (BAMBUSA SPP.).

B.4.1. CONSULTANCY TO PRODUCE A FINANCIAL AND MOBILISATION PLAN FOR THE RECOVERY OF COSTS FOR PHYTOSANITARY SERVICES IN CAMEROON (PILOT BIOSECURITY OPERATIONS).

Cameroon is centrally located in the Central Africa region and has a high rate of movements of humans and goods and services including trading in biological products. Cameroon is rich in biodiversity and such biological invasions or introductions have led to a continuous flow of non-native biological organisms, which tend to persist in the environment and become invasive. In order to address this situation, the country began to develop and incorporate IAS management into a comprehensive biosecurity approach under the UNEP/GEF *Cameroon Biosecurity Project*.

The first phase of execution of the project was titled: “*Development and Institution of a National Monitoring and Control System (Framework) for Living Modified Organisms (LMOs) and Invasive Alien Species (IAS)*”, and it had as objective to strengthen national capacities in order to prevent and control the introduction, establishment and spread of invasive alien species (IAS) and the management of LMOs through the implementation of a risk-based decision-making process. The first phase of execution of the project resulted in the development of several key biosecurity deliverables such as technical and training manuals, and survey reports accompanied by training on key biosecurity thematic issues such as detection, diagnostics and monitoring of biological invaders, risk analysis, contingency planning and emergency response, commodity audit systems, inspection systems and methods etc. This phase also led to the development of the report on the review of existing Biosecurity agencies, guidelines and procedures and policies, a biosecurity policy guidance document, a draft Biosecurity Law and its enabling instruments namely; a draft decree creating the national Biosecurity Agency and a draft order creating an Ad Hoc Biosecurity Committee. This phase of project execution ended in December 2018.

The second phase of execution of the Cameroon Biosecurity Project titled: “*Implementation and Institutionalization of a National Monitoring and Management Framework for Living Modified Organisms and Invasive Alien Species*” has as objective to strengthen institutional biosecurity framework in the management of living modified organisms and invasive alien species through a coordinated risk analysis measure. In this regard, the project also seeks to support the process and take it to the next level by developing several outputs, outcomes and achieving significant impact. The activities documented here have been commissioned as part of Project Component 2– the Incorporation of Biosecurity Measures into Pathways for Monitoring and Management of Biological Introductions.

It is in this regard, that the Project Management Unit requires the services of the following consultants to carry out the following activities under the project component 2:

- a. One (01) National and One (01) International consultant to test national biosecurity tools developed during the first phase of execution of the project at pilot site level with regards to Risk-based Management Strategies and Contingency Planning Process and Emergency Response Exercises (**Activity B.2.1**).

- b. Two (02) National consultants to systematically assess the Invasive species distributions in Cameroon and the vulnerability of different climatic zones to different biological invaders in the light of climate change (*Activity B.2.2*).
- c. One (01) National and One (01) International consultant to incorporate biosecurity measures in the restoration of degraded lands using local plant species and tree products (*Bambusa spp.*) (*Activity B.3.1*).
- d. One (01) National and One (01) International consultant to produce a financial and mobilisation plan for the recovery of costs for phytosanitary services in Cameroon (pilot biosecurity operations) (*Activity B.4.1*).

1. **Expected Deliverables**

The recruited consultants **shall work as a team** under the supervision of the Project Management Unit. The expected outputs shall be developed in **English or French**. The following outputs shall be expected:

- a. *Activity B.2.1. – Consultancy to test national biosecurity tools developed during the first phase of execution of the project at pilot site level with regards to Risk-based Management Strategies and Contingency Planning Process and Emergency Response Exercises*
 - A Field report on the testing of national biosecurity tools at selected project pilot site level with regards to Risk-based Management Strategies and Contingency Planning Process and Emergency Response Exercises.
 - A Monitoring plan of project pilot site activities
 - A consultancy report.
- b. *Activity B.2.2 – Consultancy to systematically assess the Invasive species distributions in Cameroon and the vulnerability of different climatic zones to different biological invaders in the light of climate change*
 - Survey reports assessing the Invasive species distributions in Cameroon and the vulnerability of different climatic zones to different biological invaders in the light of climate change.
 - A Monitoring plan defining the periodic assessment of Invasive Species distribution in Cameroon.
 - A consultancy report.

c. Activity B.3.1. – Consultancy to incorporate biosecurity measures in the restoration of degraded lands using local plant species and tree products (Bambusa spp.)

- Field reports
- A Periodic Monitoring plan
- A consultancy report.

d. Activity B.4.1 – Consultancy to produce a financial and mobilisation plan for the recovery of costs for phytosanitary services in Cameroon (pilot biosecurity operations)

- A financial and mobilisation plan for the recovery of costs for phytosanitary services in Cameroon. The report will be prepared within the framework of international agreements and standards, and international good practice (see references section for examples).
- An Implementation Plan.
- A consultancy report.

2. General Qualifications

Candidates should possess the following skills:

- Good understanding of the objectives of the Cameroon Biosecurity Project;
- Educated at least to Bachelor's level in a relevant discipline and / or have carried out similar activities in recent years for the national consultants and educated at least to Master's level for the International Consultant and / or have carried out similar activities in recent years;
- An understanding of the biosecurity institutional environment in Cameroon and the role of technical decision making;
- Detailed understanding of the cross-sectoral nature of biological invasions, causes, consequences and management through the application of risk based decisions;
- Awareness of the international standards developed for risk analysis particularly – Cartagena Protocol on Biosafety, International Plant Protection Convention guidelines;
- Communication skills of the highest order;
- Facilitation skills of a high order;
- Report writing skills;
- Sufficient IT skills to use the software necessary for the activity;
- Ability to work on technical issues with the minimum of supervision;

- The ability to write to a high standard in English and/or French.

3. **Specific Requirements**

a. Activity B.2.1. – Consultancy to test national biosecurity tools developed during the first phase of execution of the project at pilot site level with regards to Risk-based Management Strategies and Contingency Planning Process and Emergency Response Exercises

- Experience of undertaking Risk Assessment;
- Expertise in biosecurity principles and risk assessment methodologies. *This includes understanding the potential threats, vulnerabilities, and consequences associated with biosecurity risks. Knowledge of risk assessment frameworks, such as qualitative and quantitative risk assessment methods, is important for evaluating the effectiveness of the developed tools;*
- Proficiency in contingency planning and emergency response processes to assess the functionality and effectiveness of the developed tools.
- Practical experience in conducting field testing and evaluation for assessing the usability and effectiveness of the tools in real-world scenarios. *This involves implementing the tools at the pilot site level, collecting data on their performance, and evaluating their impact on risk-based management, contingency planning, and emergency response efforts;*
- Competence in data collection and analysis for gathering and analyzing relevant information during the testing phase.
- Effective stakeholder engagement and communication skills for involving relevant stakeholders in the testing process.
- Familiarity with national and international biosecurity regulations and guidelines for assessing the alignment of the developed tools with existing legal frameworks.
- Experience in continuous improvement processes and adaptive management for refining the tools based on the feedback and insights gathered during testing.

b. Activity B.2.2 – Consultancy to systematically assess the Invasive species distributions in Cameroon and the vulnerability of different climatic zones to different biological invaders in the light of climate change

- Experience of undertaking risk assessment;

- A solid understanding of ecological principles and biological concepts of species interactions, population dynamics, community ecology, and the ability to identify different species;
- Expertise in taxonomy and species identification for accurately identifying invasive species and distinguishing them from native species or similar-looking non-invasive species. *This expertise may involve knowledge of morphological, genetic, or other identification techniques;*
- Experience in fieldwork is important for conducting surveys and sampling techniques to assess invasive species distributions. *This includes knowledge of appropriate sampling methods, data collection protocols, and field safety practices;*
- Proficiency in GIS software and spatial analysis techniques is valuable for mapping and analyzing invasive species distributions. *This expertise enables the integration of spatial data, such as remote sensing imagery, habitat characteristics, and species occurrence records;*
- Competence in data analysis and statistical methods is necessary to process and interpret invasive species data. *This includes analyzing species abundance, occurrence patterns, habitat preferences, and potential factors influencing species distributions;*
- Familiarity with invasion biology concepts and risk assessment frameworks is beneficial for understanding the ecological and socio-economic impacts of invasive species. *This expertise helps in evaluating the potential spread and impacts of invasive species in new environments.*

c. Activity B.3.1. – Consultancy to incorporate biosecurity measures in the restoration of degraded lands using local plant species and tree products (*Bambusa spp.*)

- A solid understanding of restoration ecology principles. *This includes knowledge of ecological processes, plant community dynamics, habitat restoration techniques, and the ability to design and implement restoration projects;*
- Expertise in plant biology and ecology, particularly in the context of the local plant species and *Bambusa spp.*... *This includes knowledge of their growth requirements, reproductive biology, interactions with other species, and their roles in ecosystem functioning.*
- Familiarity with invasive species management for preventing the introduction and spread of invasive species during restoration efforts. *This expertise involves knowledge of invasive plant identification, control methods, and monitoring techniques to ensure that the restoration project does not inadvertently introduce or promote invasive species;*

- Proficiency in developing and implementing biosecurity plans for minimizing the risk of introducing pests, diseases, or invasive species during restoration activities. *This involves assessing potential risks, establishing protocols for equipment and plant material sanitation, and implementing strategies to prevent the movement of harmful organisms;*
- Specific expertise in the cultivation and management of *Bambusa* spp... *This includes knowledge of their growth habits, propagation techniques, soil requirements, irrigation needs, and potential uses of bamboo products;*
- Understanding the local ecological context, including the native plant communities, ecosystem dynamics, and potential threats. *This helps in selecting appropriate local plant species and implementing restoration practices that align with the local ecological conditions;*
- Effective collaboration and engagement with stakeholders, including local communities, landowners, and relevant authorities. *This involves understanding and incorporating their perspectives, ensuring compliance with regulations and policies, and fostering support for the restoration project;*
- Experience in monitoring and evaluating restoration projects is necessary to assess the effectiveness of biosecurity measures and the overall success of the restoration efforts. *This includes collecting data on plant establishment, growth, biodiversity recovery, and identifying potential risks or challenges.*

d. Activity B.4.1 – Consultancy to produce a financial and mobilisation plan for the recovery of costs for phytosanitary services in Cameroon (pilot biosecurity operations)

- Knowledge of financial management principles, budgeting, and cost recovery mechanisms. *This includes understanding revenue generation, cost estimation, financial forecasting, and financial analysis;*
- Familiarity with phytosanitary services and biosecurity measures to understand the scope of the services provided, their associated costs, and the potential revenue streams. *This expertise involves knowledge of plant health regulations, pest risk assessments, inspection procedures, and quarantine protocols;*
- Understanding the policy and legal frameworks related to phytosanitary services and cost recovery mechanisms is. *This includes knowledge of relevant national and international regulations, trade agreements, and government policies that govern phytosanitary operations and cost recovery;*
- Expertise in economic analysis and economic impact assessment for evaluating the financial viability of cost recovery plans. *This involves assessing the costs and*

benefits of phytosanitary services, conducting cost-benefit analyses, and identifying potential sources of funding or revenue generation;

- Competence in data collection and analysis for gathering information on costs, revenue potential, and market dynamics. *This includes collecting data on operational expenses, conducting market research, and analyzing financial data to inform decision-making.*

4. Duration of the activities

- a. *Activity B.2.1. – Consultancy to test national biosecurity tools developed during the first phase of execution of the project at pilot site level with regards to Risk-based Management Strategies and Contingency Planning Process and Emergency Response Exercises - December 2023 to 31st of August 2024.*
- b. *Activity B.2.2 – Consultancy to systematically assess the Invasive species distributions in Cameroon and the vulnerability of different climatic zones to different biological invaders in the light of climate change - December 2023 to 31st of August 2024.*
- c. *Activity B.3.1. – Consultancy to incorporate biosecurity measures in the restoration of degraded lands using local plant species and tree products (Bambusa spp.) - December 2023 to 31st of July 2024.*
- d. *Activity B.4.1 – Consultancy to produce a financial and mobilisation plan for the recovery of costs for phytosanitary services in Cameroon (pilot biosecurity operations) - December 2023 to 31st of December 2024.*

5. Remuneration

- a. *Activity B.2.1. – Consultancy to test national biosecurity tools developed during the first phase of execution of the project at pilot site level with regards to Risk-based Management Strategies and Contingency Planning Process and Emergency Response Exercises. Completion of the consultancy requires **08 person days for the national consultant** and **08 person days for the International Consultant.***
- b. *Activity B.2.2 – Consultancy to systematically assess the Invasive species distributions in Cameroon and the vulnerability of different climatic zones to different biological invaders in the light of climate change. Completion of the consultancy requires **10 person days per national consultant.***

- c. *Activity B.3.1. – Consultancy to incorporate biosecurity measures in the restoration of degraded lands using local plant species and tree products (Bambusa spp.).* Completion of the consultancy requires **07 person days for the national consultant** and **07 person days for the International Consultant.**
- d. *Activity B.4.1 – Consultancy to produce a financial and mobilisation plan for the recovery of costs for phytosanitary services in Cameroon (pilot biosecurity operations).* Completion of the consultancy requires **07 person days for the national consultant** and **07 person days for the International Consultant.**

N.B. Consultancy honorarium is paid at **US\$ 500/day** for the National Consultants and **US\$ 750/day** for the International Consultants. Other related expenses such as flight ticket and Daily Subsistence Allowance (DSA) will be borne by the project.

6. Application Process

Candidates who wish to be considered for the position should submit the following:

- Cover Letter;
- Curriculum Vitae.

Please subject your email with the following:

- **Application for Consultancy B.2.1.** for the Consultancy to test national biosecurity tools developed during the first phase of execution of the project at pilot site level with regards to Risk-based Management Strategies and Contingency Planning Process and Emergency Response Exercises;
- **Application for Consultancy B.2.2.** for the Consultancy to systematically assess the Invasive species distributions in Cameroon and the vulnerability of different climatic zones to different biological invaders in the light of climate change;
- **Application for Consultancy B.3.1.** for the Consultancy to incorporate biosecurity measures in the restoration of degraded lands using local plant species and tree products (*Bambusa spp.*);
- **Application for Consultancy B.4.1.** for the Consultancy to produce a financial and mobilisation plan for the recovery of costs for phytosanitary services in Cameroon (pilot biosecurity operations).

N.B/ Candidates may apply for more than one consultancy position.

The above documents should be submitted via email to cameroonbiosecurity.project@minepded.gov.cm with copy to biosecproject.minepded@yahoo.com and rigobert.ntep@minepded.gov.cm .

Telephone enquiries may be directed to : Tel: +(237) 222 23 60 74 / 696 86 66 19.

Deadline: Applications must be submitted by 3:00 pm on the fourteenth (14th) day after the publication date of this announcement.

Applications will be evaluated and processed within one (01) week from the deadline of submission.

Candidates shortlisted will be interviewed and successful candidates notified thereafter.

**THE MINISTER OF ENVIRONMENT,
PROTECTION OF NATURE AND
SUSTAINABLE DEVELOPMENT**