



**Terms of Reference
Tourism Specialist**

Project: IWEco – Implementing Land, Water & Ecosystem Management in The Bahamas
Post title: Tourism Specialist
Duration: 12 months
Venue: The consultancy will be based at the BEST Commission office in New Providence and applications from Grand Bahama are desired.

Background

The Bahamas is a country of over 700 islands and cays, home to distinct natural environments that are confronted with dangerous hazards from hurricanes and their associated consequences, such as storm surges and flooding. Salt intrusion is a major negative impact associated with storms surges which impacts drinking water resources found in well fields, soil used for agricultural land and the pine forests. The Island of Grand Bahama has been particularly impacted in recent years by several hurricanes and just recently Hurricane Dorian has dealt a devastating blow to the local economy and the environment. Efforts to reduce these negative impacts, and protect watersheds, and conserve biodiversity all while supporting traditional livelihoods, have been frustrated by weak policy and lacking regulatory frameworks. In 2016 a project program was developed with the assistance of the local stakeholders from East Grand Bahama and the government to address some of the issues identified for that area. The project has been approved and is now ready to be implemented. The project titled ‘Implementing Land, Water & Ecosystem Management in The Bahamas’ or ‘IWEco’ seeks to utilize innovative solutions related to land and watershed restoration and management with the objective to increase ecosystem resilience. This project will require the engagement of several consultants one of which is a Tourism Specialist. As the Tourism Specialist, the consultant will be responsible for the sustainable livelihood aspect of the project. The consultant will be dealing specifically with developing an ecotourism plan of action, inclusive of leading training programs to teach East Grand Bahama residents the necessary skills required for the newly developed ecotourism production sector.

Key End-Results

- [1.3.1] Sustainable livelihoods in ecotourism production sector developed for residents of East Grand Bahama
- [2.1.2] Ecotourism production sector developed according to Rainforest Alliance Verification Standards for Tourism Services
- [3.2.4] Training program developed to increase capacity of residents to pursue employment opportunities in the ecotourism production sector

Duties and Responsibilities

- Develop and implement tourism model designed to promote and foster sustainable ecotourism in East Grand Bahama
- Produce detailed written and electronic documents of developed sustainable tourism model inclusive of:
 - i) Tourism management strategies including access to sensitive habitats;
 - ii) Design and construction of facilities and infrastructure, including use of green/alternative technologies that are cost-effective and boost ecotourism
 - iii) Management of waste streams
 - iv) Identification of options for sustainable tourism activities; sustainable extractive and non-extractive uses of available natural resources
 - v) Identify small business models that are suitable for ecotourism in East Grand Bahama
- Develop ecotourism production sector standards based on the Rainforest Alliance Verification Standards for Tourism Services, East Grand Bahama
- Develop training program to teach residents of East Grand Bahama residents new skills to support created ecotourism production sector
- Attend meetings, trainings & workshops associated with project outputs
- Foster relationships with local community members by assisting with education & outreach initiatives to ensure long-term success
- Attend meeting with the PSC



Reporting

By virtue of a Project Cooperation Agreement with the United Nations Environment Programme (UNEP), the BEST Commission will serve as the National Executing Agency to facilitate the successful execution of deliverables identified under the IWEco project. The Tourism Specialist shall report to the Director of the BEST Commission and work in coordination with the National Project Coordinator (NPC).

The Consultant is expected to:

- Liaise and consult with the various stakeholders and project partners under the IWEco project
- Participate in coordinating meetings with BEST and NPC, inter alia inception, validation and project closure workshops and PSC meetings
- Submit progress reports and final reports to BEST and NPC – inclusive of anticipated and completed activities and expenditure, as guided by the approved project workplan

Note: All data collected and compiled by the Consultant shall remain property of the Government of The Bahamas.

Criteria

- University degree or equivalent qualification in the Hospitality or tourism related field
- At least 8 years of experience in field, 5 years of ecotourism experience with reference to cultural products locally and sustainably made
- Knowledge of the Bahamian environment and cultural norms
- Broad understanding of climate change and climate change adaptation
- Knowledge on Rainforest Alliance Verification Standards for Tourism Services
- Proven ability to work with other government and private entities, stakeholders and local communities
- Must be able to effectively articulate technical language and advances of the project to stakeholders
- Must demonstrate excellent communication and presentation skills
- Possess skills of conceptual thinking, must be resourceful, creative and detail oriented.

Languages

Fluency in English

Required Documentation

- Curriculum Vitae with a cover letter
- Financial proposal

All documentation can be emailed to careers@best.gov.bs or mingraham@best.gov.bs with subject heading in reference to the position being applied for.



Terms of Reference Communications Specialist

Project: IWEco – Implementing Land, Water & Ecosystem Management in The Bahamas
Post title: Communications Specialist
Duration: 12 months
Venue: The consultancy will be based at the BEST Commission office in New Providence and applications from Grand Bahama are desired.

Background

The Bahamas is a country of over 700 islands and cays, home to distinct natural environments that are confronted with dangerous hazards from hurricanes and their associated consequences, such as storm surges and flooding. Salt intrusion is a major negative impact associated with storms surges which impacts drinking water resources found in well fields, soil used for agricultural land and the pine forests. The Island of Grand Bahama has been particularly impacted in recent years by several hurricanes and just recently Hurricane Dorian has dealt a devastating blow to the local economy and the environment. Efforts to reduce these negative impacts, and protect watersheds, and conserve biodiversity all while supporting traditional livelihoods, have been frustrated by weak policy and lacking regulatory frameworks. In 2016 a project program was developed with the assistance of the local stakeholders from East Grand Bahama and the government to address some of the issues identified for that area. The project has been approved and is now ready to be implemented. The project titled 'Implementing Land, Water & Ecosystem Management in The Bahamas' or 'IWEco' seeks to utilize innovative solutions related to land and watershed restoration and management with the objective to increase ecosystem resilience. This project will require the engagement of several consultants one of which is a Communication Specialist. As the Communication Specialist, the consultant will be responsible for developing a communications strategy plan with references to various aspects of the project with the objective to create user-friendly content such as videos, flyers, brochures, social media pages, etc. to inform the public of project objectives/aims and progress. Content should also summarize the work if the project to be shared on project partners and stakeholders websites.

Key End-Results

[4.1.2] Knowledge shared among stakeholders (selected through gender sensitive analysis), including decision makers and the neighboring communities through project partners' websites about:

- i) Rich Biodiversity of the area.
- ii) Ecosystem services provided by the area.
- iii) Different techniques and technologies that can be implemented to preserve ecosystems services.
- iv) Employment & ecotourism opportunities available through biodiversity conservation and sustainable use

[4.1.3] Consultative process developed with stakeholders, inclusive of natural resource managers, experts and local communities, that can be used as a model for future restoration projects

Duties and Responsibilities

- Create user-friendly, promotional & informative content to be shared to media and social media outlets detailing project goals and progress inclusive of flyers, videos, brochures, social media pages and other creative content
- Develop a communications strategy for the project
- Interact with all project partners to ensure that accurate and up to date information is provided to keep the public and stakeholders updated on the project progress
- Attend meetings with stakeholders to discuss content and progress
- Attend meeting with the PSC



Reporting

By virtue of a Project Cooperation Agreement with the United Nations Environment Programme (UNEP), the BEST Commission will serve as the National Executing Agency to facilitate the successful execution of deliverables identified under the IWEco project. The Communications Specialist shall report to the Director of the BEST Commission and work in coordination with the National Project Coordinator (NPC)

The Consultant is expected to:

- Liaise and consult with the various stakeholders and project partners under the IWEco project
- Participate in coordinating meetings with BEST and NPC, inter alia inception, validation and project closure workshops and PSC meetings
- Submit progress reports and final reports to BEST and NPC – inclusive of anticipated and completed activities and expenditure, as guided by the approved project workplan

Note: All data collected and compiled by the Consultant shall remain property of the Government of The Bahamas.

Criteria

- University degree or other qualifications in Communication, Journalism, Public Relations or related field.
- Three years of progressively responsible and relevant professional work experience in communication, print, broadcast, and/or new media.
- Strong portfolio to show past work.
- Environmental background or knowledge
- Broad understanding of climate change and climate change adaptation
- The ability to clearly communicate and work with project stakeholders
- Must have the ability to formulate strategies and apply technical expertise and be able to effectively articulate technical language and advances of the project to the public
- Proven ability to work with other government and private entities, stakeholders and local communities
- Must demonstrate excellent communication and presentation skills and possess skills of conceptual thinking
- Must be resourceful, creative, detail oriented, possess strong organizational and report writing skills

Languages

Fluency in English

Required Documentation

- Curriculum Vitae with a cover letter
- Financial proposal

All documentation can be emailed to careers@best.gov.bs or mingraham@best.gov.bs with subject heading in reference to the position being applied for.



**Terms of Reference
Legal Consultant**

Project: IWEco – Implementing Land, Water & Ecosystem Management in The Bahamas
Post title: Legal Consultant
Duration: 24 months
Venue: The consultancy will be based at the BEST Commission office in New Providence and applications from Grand Bahama are desired.

Background

The Bahamas is a country of over 700 islands and cays, home to distinct natural environments that are confronted with dangerous hazards from hurricanes and their associated consequences, such as storm surges and flooding. Salt intrusion is a major negative impact associated with storms surges which impacts drinking water resources found in well fields, soil used for agricultural land and the pine forests. The Island of Grand Bahama has been particularly impacted in recent years by several hurricanes and just recently Hurricane Dorian has dealt a devastating blow to the local economy and the environment. Efforts to reduce these negative impacts, and protect watersheds, and conserve biodiversity all while supporting traditional livelihoods, have been frustrated by weak policy and lacking regulatory frameworks. In 2016 a project program was developed with the assistance of the local stakeholders from East Grand Bahama and the government to address some of the issues identified for that area. The project has been approved and is now ready to be implemented. The project titled ‘Implementing Land, Water & Ecosystem Management in The Bahamas’ or ‘IWEco’ seeks to utilize innovative solutions related to land and watershed restoration and management with the objective to increase ecosystem resilience. This project will require the engagement of several consultants one of which is a Legal Consultant. As the Legal Consultant, the consultant will be responsible for ensuring that all legal parameters are identified and adhered to with respect to the project documents and or activities. The consultant will be tasked with providing legal guidance to all project partners to ensure the decision-making processes are legitimate and within national laws .

Expected Outcomes and Deliverables

- Undertake legal review of project to identify what laws have impact on project outputs
- Ensure project outputs and objectives are compliant with legal requirements
- Provide legal advice during watershed management plan development
- Provide legal guidance with the development of the sustainable ecotourism model
- Provide legal advice regarding building codes and regulations as it pertains to project deliverables
- Attend meetings with stakeholders and the PSC

Reporting

By virtue of a Project Cooperation Agreement with the United Nations Environment Programme (UNEP), the BEST Commission will serve as the National Executing Agency to facilitate the successful execution of deliverables identified under the IWEco project. The Legal Consultant shall report to the Director of the BEST Commission and work in coordination with the National Project Coordinator (NPC).

The Consultant is expected to:

- Liaise and consult with the various stakeholders and project partners under the IWEco project
- Participate in coordinating meetings with BEST and NPC, inter alia inception, validation and project closure workshops and PSC meetings
- Submit progress reports and final reports to BEST and NPC – inclusive of anticipated and completed activities and expenditure, as guided by the approved project workplan

Note: All data collected and compiled by the Consultant shall remain property of the Government of The Bahamas.

Criteria

- Law Degree with specialization in environmental law, contract law, or related field;
- At least ten years relevant experience in providing legal services at least five (5) of which should be in the area of contract law;
- Knowledge of the Bahamian environment, biodiversity and conservation
- Must be articulate, analytical and decisive



- Must demonstrate excellent communication and presentation skills
- Possess skills of conceptual thinking
- Must be detail oriented
- Proven ability to work with other government and private entities, stakeholders and local communities
- Be able to identify or diagnose technical problems and possess strong problem-solving skills
- Possess strong organizational and report writing skills

Languages

Fluency in English

Required Documentation

- Curriculum Vitae with a cover letter
- Financial proposal

All documentation can be emailed to careers@best.gov.bs or mingraham@best.gov.bs with subject heading in reference to the position being applied for.



**Terms of Reference
Planning Consultant**

Project: IWEco – Implementing Land, Water & Ecosystem Management in The Bahamas
Post title: Planning Consultant
Duration: 12 months
Venue: The consultancy will be based at the BEST Commission office in New Providence and applications from Grand Bahama are desired.

Background

The Bahamas is a country of over 700 islands and cays, home to distinct natural environments that are confronted with dangerous hazards from hurricanes and their associated consequences, such as storm surges and flooding. Salt intrusion is a major negative impact associated with storms surges which impacts drinking water resources found in well fields, soil used for agricultural land and the pine forests. The Island of Grand Bahama has been particularly impacted in recent years by several hurricanes and just recently Hurricane Dorian has dealt a devastating blow to the local economy and the environment. Efforts to reduce these negative impacts, and protect watersheds, and conserve biodiversity all while supporting traditional livelihoods, have been frustrated by weak policy and lacking regulatory frameworks. In 2016 a project program was developed with the assistance of the local stakeholders from East Grand Bahama and the government to address some of the issues identified for that area. The project has been approved and is now ready to be implemented. The project titled ‘Implementing Land, Water & Ecosystem Management in The Bahamas’ or ‘IWEco’ seeks to utilize innovative solutions related to land and watershed restoration and management with the objective to increase ecosystem resilience. This project will require the engagement of several consultants one of which is a Planning Consultant. As the Planning Consultant, the consultant will be responsible for developing a watershed management plan that covers 20,000 hectares inclusive of land use management and adaptive management tools.

Key End-Results

- [1.1.2] Watershed management plan developed for the East Grand Bahama Ecosystem
- [3.1.1] Watershed management planning incorporated into land use and protected area management plans
- [3.1.3] Watershed management plan and restoration methodology incorporate adaptive management tools for sustainable land management and integrated natural resource management and serves as a model for the country and other SIDS

Expected Outcomes and Deliverables

- Develop a watershed management plan for the East Grand Bahama Ecosystem
- Develop land use and protected area management plan strategy/template that can be used in other areas of the country
- Discuss with stakeholders on the location and status of biodiversity, usage, and zoning aspects of the areas.
- Work closely with BNT, Biodiversity Consultant, Engineering Consultant in the development of management tools for development
- All submissions are to be provided both hard copy and digital, and to be publication ready
- Attend meetings with stakeholders and the PSC

Reporting

By virtue of a Project Cooperation Agreement with the United Nations Environment Programme (UNEP), the BEST Commission will serve as the National Executing Agency to facilitate the successful execution of deliverables identified under the IWEco project. The Planning Consultant shall report to the Director of the BEST Commission and work in coordination with the National Project Coordinator (NPC).



The Consultant is expected to:

- Liaise and consult with the various stakeholders and project partners under the IWEco project
- Participate in coordinating meetings with BEST and NPC, inter alia inception, validation and project closure workshops and PSC meetings
- Submit progress reports and final reports to BEST and NPC – inclusive of anticipated and completed activities and expenditure, as guided by the approved project workplan

Note: All data collected and compiled by the Consultant shall remain property of the Government of The Bahamas.

Criteria

- Bachelor's Degree in environmental planning, natural resource management, forestry, environmental policy or related field.
- Professional experience with conservation planning and implementation
- Familiarity with priority conservation species in The Bahamas
- Familiarity with Bahamian biodiversity
- Broad understanding of climate change and climate change adaptation
- Proven ability to work with other government and private entities, stakeholders and local communities
- Possess strong analytical, communication, writing and reporting skills; and exhibit excellent organizational skills
- Effective time management skills and ability to work within deadlines

Languages

Fluency in English

Required Documentation

- Curriculum Vitae with a cover letter
- Financial proposal

All documentation can be emailed to careers@best.gov.bs or mingraham@best.gov.bs with subject heading in reference to the position being applied for.



Terms of Reference Engineering Consultant

Project: IWeco – Implementing Land, Water & Ecosystem Management in The Bahamas
Post title: Engineering Consultant
Duration: 12 months
Venue: The consultancy will be based at the BEST Commission office in New Providence and applications from Grand Bahama are desired.

Background

The Bahamas is a country of over 700 islands and cays, home to distinct natural environments that are confronted with dangerous hazards from hurricanes and their associated consequences, such as storm surges and flooding. Salt intrusion is a major negative impact associated with storms surges which impacts drinking water resources found in well fields, soil used for agricultural land and the pine forests. The Island of Grand Bahama has been particularly impacted in recent years by several hurricanes and just recently Hurricane Dorian has dealt a devastating blow to the local economy and the environment. Efforts to reduce these negative impacts, and protect watersheds, and conserve biodiversity all while supporting traditional livelihoods, have been frustrated by weak policy and lacking regulatory frameworks. In 2016 a project program was developed with the assistance of the local stakeholders from East Grand Bahama and the government to address some of the issues identified for that area. The project has been approved and is now ready to be implemented. The project titled 'Implementing Land, Water & Ecosystem Management in The Bahamas' or 'IWeco' seeks to utilize innovative solutions related to land and watershed restoration and management with the objective to increase ecosystem resilience. This project will require the engagement of several consultants one of which is a Tourism Specialist. As the Engineering Consultant, the consultant will be responsible for designing and implementing the restoration methodology inclusive of adaptive management tools for various creek systems in East Grand Bahama which should result in the ecosystem health.

Key End-Results

[1.2.1] Restoration methodology designed and implemented based on international watershed management principles

[1.2.2] Ecosystem health of East Grand Bahama Ecosystem improved as a result of project restoration intervention with proper reports and method statement, drawings etc.

[3.1.3] Watershed management plan and restoration methodology incorporate adaptive management tools for sustainable land management and integrated natural resource management and serves as a model for the country and other SIDS

Duties and Responsibilities

- Develop and oversee ecosystem restoration methodology to ensure improvement of the East Grand Bahama Ecosystem.
- All submissions are to be provided both hard copy and digital, and to be publication ready
- Work closely with BNT, Biodiversity Consultant, Planning Consultant in the development of management tools for development
- Provide options for restorations through written and presentation media for the consideration of the PSC and identified stakeholders.
- Provide detail procurement information for purchases associated with restoration efforts and costings for engineering works under consideration by the project program teams
- Provide a report on the creek systems identified by the project for restoration. Examine and identify problems and the potential hazards and damages and provide options for long term solutions to ensure ecosystem resilience objective can be achieved.
- Work with the environmental professionals such as biologists, conservationists and the planner in the redesign of the creek landscapes.
- Provide maintenance projection and plans for the restoration works
- Work with the Planning consultant for the development of the watershed management plan
- Provide engineering advise relative to the project workplans and objectives
- Attend PSC meetings and meeting with project stakeholders and lead discussion on engineering options



Reporting

By virtue of a Project Cooperation Agreement with the United Nations Environment Programme (UNEP), the BEST Commission will serve as the National Executing Agency to facilitate the successful execution of deliverables identified under the IWeco project. The Engineering Consultant shall report to the Director of the BEST Commission and work in coordination with the National Project Coordinator (NPC).

The Consultant is expected to:

- Liaise and consult with the various stakeholders and project partners under the IWeco project
- Participate in coordinating meetings with BEST and NPC, inter alia inception, validation and project closure workshops and PSC meetings
- Submit progress reports and final reports to BEST and NPC – inclusive of anticipated and completed activities and expenditure, as guided by the approved project workplan

Note: All data collected and compiled by the Consultant shall remain property of the Government of The Bahamas.

Criteria

- A minimum of a Bachelor's degree in environmental or civil engineering
- Proficient knowledge of the Bahamian environments.
- Professional experience with conservation planning and implementation
- Familiarity with The Bahamas' National Parks and Marine Protected Areas
- Familiarity with priority conservation species in The Bahamas and with Bahamian biodiversity
- Broad understanding of climate change and climate change adaptation
- Proven ability to work with other government and private entities, stakeholders and local communities
- Possess strong analytical, communication, writing and reporting skills; and exhibit excellent organizational skills

Languages

Fluency in English

Required Documentation

- Curriculum Vitae with a cover letter
- Financial proposal

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Terms of Reference Biodiversity Consultant

Project: IWeco – Implementing Land, Water & Ecosystem Management in The Bahamas
Post title: Biodiversity Consultant



Duration: 24 months
Venue: The consultancy will be based at the BEST Commission office in New Providence and applications from Grand Bahama are desired.

Background

The Bahamas is a country of over 700 islands and cays, home to distinct natural environments that are confronted with dangerous hazards from hurricanes and their associated consequences, such as storm surges and flooding. Salt intrusion is a major negative impact associated with storms surges which impacts drinking water resources found in well fields, soil used for agricultural land and the pine forests. The Island of Grand Bahama has been particularly impacted in recent years by several hurricanes and just recently Hurricane Dorian has dealt a devastating blow to the local economy and the environment. Efforts to reduce these negative impacts, and protect watersheds, and conserve biodiversity all while supporting traditional livelihoods, have been frustrated by weak policy and lacking regulatory frameworks. In 2016 a project program was developed with the assistance of the local stakeholders from East Grand Bahama and the government to address some of the issues identified for that area. The project has been approved and is now ready to be implemented. The project titled 'Implementing Land, Water & Ecosystem Management in The Bahamas' or 'IWEco' seeks to utilize innovative solutions related to land and watershed restoration and management with the objective to increase ecosystem resilience. This project will require the engagement of several consultants one of which is a Biodiversity Consultant . As the Biodiversity Consultant, the consultant will be responsible for working along side the Bahamas National Trust to complete a biodiversity inventory and report, advising the Engineering Consultant regarding restoration methodology design & implementation and the Planning Consultant regarding the development of a watershed development plan based on the biodiversity inventory and personal expertise.

Key End-Results

- [1.1.1] Preparation of biodiversity inventory inclusive of completed field surveys and methodologies used to develop the inventory of species and habitats within the East Grand Bahama Ecosystem (eg. Species ID, photos and GIS data)
- [1.1.2] Watershed management plan developed for the East Grand Bahama Ecosystem
- [1.2.2] Ecosystem health of East Grand Bahama Ecosystem improved as a result of project restoration intervention
- [2.1.1] Ecosystem monitoring and evaluation methodology based on Aichi Passport indicators
- [3.1.3] Watershed management plan and restoration methodology incorporate adaptive management tools for sustainable land management and integrated natural resource management and serves as a model for the country and other SIDS

Expected Outcomes and Deliverables

- Provide support in the development of the biodiversity inventory and produce a biodiversity inventory report
- Work closely with BNT, Engineering Consultant, Planning Consultant in the development of management tools for watershed plan
- Aid in restoration methodology to improve East Grand Bahama Ecosystem
- Consultation with stakeholders to create an ecosystem monitoring and evaluation methodology based on Aichi Passport indicators
- Advise and assist with ecosystem monitoring and evaluation methodology
- Attend meetings with stakeholders and the PSC

Reporting

By virtue of a Project Cooperation Agreement with the United Nations Environment Programme (UNEP), the BEST Commission will serve as the National Executing Agency to facilitate the successful execution of deliverables



identified under the IWeco project. The Biodiversity Consultant shall report to the Director of the BEST Commission and work in coordination with the National Project Coordinator (NPC).

The Consultant is expected to:

- Liaise and consult with the various stakeholders and project partners under the IWeco project
- Participate in coordinating meetings with BEST and NPC, inter alia inception, validation and project closure workshops and PSC meetings
- Submit progress reports and final reports to BEST and NPC – inclusive of anticipated and completed activities and expenditure, as guided by the approved project workplan

Note: All data collected and compiled by the Consultant shall remain property of the Government of The Bahamas.

Criteria

- Master's Degree in environmental studies, conservation studies, resource management or relevant areas.
- Familiarity with Aichi Passport Indicators
- Professional experience with conservation planning and implementation
- Familiarity with priority conservation species in The Bahamas
- Familiarity with Bahamian biodiversity
- Broad understanding of climate change and climate change adaptation
- Proven ability to work with other government and private entities, stakeholders and local communities
- Possess strong analytical, communication, writing and reporting skills; and exhibit excellent organizational skills
- Effective time management skills and ability to work within deadlines

Languages

Fluency in English

Required Documentation

- Curriculum Vitae with a cover letter
- Financial proposal

All documentation can be emailed to careers@best.gov.bs or mingraham@best.gov.bs with subject heading in reference to the position being applied for.