

## TERMS OF REFERENCE

<b>Position title:</b>	Ornithologist
<b>Status:</b>	Consultant
<b>Directly reports to:</b>	Team Leader - Conservation and Program Development Director, WWF-Vietnam
<b>Technically reports to:</b>	Team Leader - Conservation and Program Development Director, WWF-Vietnam
<b>Validity:</b>	69 labor days (from Jan 2018 to April 2018)
<b>Location</b>	05 Protected Areas in TT Hue and Quang Nam provinces

### 1. Background

WWF is implementing a comprehensive programme of conservation activities in the Central Vietnam-Southern Lao landscape. It is part of the Greater Annamites priority ecoregion, containing many significant populations of globally threatened and flagship species. WWF aims to protect and restore these species and their habitats and a large part of this work involves strengthening the management of key protected areas.

The Green Annamites project is funded by USAID through ECODIT. It supports Vietnam's transition to climate-smart, low emission, and resilient development that protects people, landscapes, and biodiversity in the Central Annamites, with a focus on Quang Nam and Thua Thien Hue provinces.

The Central Annamites (CA) is one of the largest continuous natural forest areas in continental Asia and houses important protected areas in Quang Nam and Thua Thien Hue province. It is home to many endemic species including the saola (*Pseudoryx nghetinhensis*), large antlered muntjac (*Muntiacus vuquangensis*), Truong Son muntjac (*Muntiacus truongsongensis*), Owston's civet (*Chrotogale owstoni*), crested argus (*Rheinardia ocellata*), and Annamite striped rabbit (*Nesolagus timminsi*); as well as other species of high conservation value: gibbons (*Nomascus annamensis*), red and grey shanked douc langurs (*Pygathrix* spp.) and several pheasants (*Lophura* spp).

Most information available to management boards stems from rapid wildlife and habitat assessments conducted prior to the preparation of an investment plan for establishment of these nature reserves which produce lists of species, but often includes no quantitative data on species abundance or distribution making it difficult to set management priorities.

Under the Green Annamites project, WWF will contribute to establishing a baseline for biodiversity monitoring systems in identified PAs. This will include creation of species lists, abundance estimates of key species and threat analysis data in the landscape that will provide input into management planning and zoning of target protected areas. This data will serve as a basis for upgrading, expanding and establishing new PAs in the landscape and facilitating sustainable management.

The **Ornithologist** was recruited to facilitate the establishment of bird species lists and a baseline of biological diversity and, where possible, relative and/or absolute abundance in identified PAs. Unfortunately, due to the unexpected weak health he could not continue to complete the all consultancy deliverables of the consultancy assignment. As so far, he has been delivered the first draft work plan for survey work in priority areas within the protected areas for inventory work, a Scoping Report on desk review and gap analysis of bird record availability and priorities for additional survey work and a Standard Operating Procedure for conducting bird species inventories and monitoring.

In order to complete the full consultancy assignment, an **Ornithologist** will be recruited to continue to facilitate the establishment of bird species lists and a baseline of biological diversity and, where possible, relative and/or absolute abundance in identified PAs

## **2. Objectives:**

The aim of the Ornithologist consultancy will be to conduct:

- Support training for protected area staff in methods for surveying bird species;
- Conduct field-based surveys across a range of habitats and elevations in target protected areas to complete species inventories and develop baselines for monitoring;
- Support population of databases for recorded species;
- Produce reports for each target PA on the resident bird fauna, threats and priority recommendations for management and conservation.

## **3. Overall Responsibilities of the expert**

The expert will be responsible for conducting an assessment of bird diversity and conservation priorities within five protected areas in Thua Thien Hue and Quang Nam Provinces through the existing Scoping Report on desk review and gap analysis of bird record availability and priorities for additional surveys, and data analysis and reporting. The expert will follow appropriate and internationally recognized standardized methodologies for assessing the status and ecological needs of bird species within the survey areas. The expert will identify bird species, highlighting those of conservation concern, and make specific recommendations to mitigate impacts for those taxa. The expert will integrate the results of the surveys with the other survey components to produce conservation and management recommendations for the target protected areas.

## **4. Specific Duties of the Expert**

Specific duties of the expert include:

### ***4.1. Desk review and gap analysis on biodiversity conservation***

- a) To revise work plans for survey work in priority areas within the protected areas for inventory work based on the existing Scoping Report on desk review and gap analysis of bird record availability and priorities for additional survey work and the Standard Operating Procedure (SOP) for conducting bird species inventories and monitoring;

### ***4.2. Training of key staff in biodiversity assessments***

- b) To revise SOP for bird species inventories based on the existing SOP for conducting bird species inventories and monitoring;
- a) To develop training modules on bird species identification;
- b) To develop training modules on bird monitoring techniques;
- c) Theory training workshop for key staff from 5 PAs;
- d) Field-based training for key staff from 5 PAs.

#### **4.3. Species inventories in five protected areas**

- a) To conduct bird species inventories in Bac Hai Van Proposed NR, Extension areas of TT Hue Saola NR and Song Thanh NR;
- b) To conduct additional bird species inventories in additional protected areas (Hue and Quang Nam Saola Nature Reserves and Phong Dien NR) as required in other identified key protected areas..

### **5. Outputs**

The expert will produce reports and other outputs for WWF-Vietnam detailing the methodology, results, and conclusions of biodiversity conservation management in five protected areas. The reports should include:

- a) Training modules for bird survey and monitoring techniques;
- b) Conduct class trainings for protected area staff of 5 target protected areas on bird species inventories and monitoring as per SOP;
- c) A final report acceptable to WWF-VN (in English and Vietnamese) for each of five protected area which provides information on bird species recorded and baseline monitoring data as well as threat assessment and recommendations for conservation of priority species. The final report must include:
  - A contextualization of the protected areas importance from a national and regional perspective for the conservation of birds.
  - A list of all bird records (historical and from surveys under this consultancy), with indications of the source of the record (i.e. by observation, local reports, locations, GPS positions, times, etc.), including notes on habitat/micro-habitat types;
  - Details of all key bird species (species of elevated conservation concern) with annotations including survey records, status, and specific conservation issues/threats;
  - A general threat assessment for birds within each protected area;
  - Distribution maps of key species identified during the surveys and diversity hotspots and key habitats and forest compartments for birds plus any recommendations for changes in zoning to ensure improved protection;
  - Details of all methods and equipment used, and detailed geographic information for all survey transects and bird locations;
  - A set of photographs of all specimens and survey sites taken during the surveys, with the species' common and Latin names clearly shown;
  - A full itinerary of fieldwork and survey effort undertaken, including GPS localities of all surveys;
  - Specific, practical and well-founded recommendations to improve biodiversity conservation management of each PAs, especially in relation to bird conservation.

### **6. Deliverables**

<b>Output</b>	<b>Timing</b>	<b>Language</b>	<b>Comments</b>
Training modules on bird species identification and biodiversity monitoring techniques	3 days (January 2018)	English & Vietnamese	The training materials are reviewed and accepted by Project Team leader
Provide training of key staff in bird assessments and surveys	12 days (February – March 2018)	English & Vietnamese	

Bird species inventories in five protected areas	31 days (February – March 2018)	English & Vietnamese	The methodology is reviewed and accepted by Project Team leader
Final report on bird diversity, status and conservation recommendations in five PAs and supporting Dissemination Workshops	23 days (March 2018)	English & Vietnamese	To be approved by Project Team leader
<b>TOTAL</b>	<b>69 days</b>		

## 7. General requirements:

Under the terms of this contract, the expert hereby agrees to:

- Design and implement the survey in collaboration with project staff and other members of the project team, analyse the results and prepare a detailed report to the satisfaction of the member of staff the expert is reporting to.
- Direct the activities of other research assistants employed by the project to ensure their safety, productivity and compatibility with the objectives of the survey.
- Undertake responsibility for all logistical elements of the survey in collaboration with relevant staff.
- Undertake on-the-job training and mentoring in survey techniques for selected PA's staff.
- Collaborate with project staff and other experts to produce relevant reports as required.
- Ensure that the fieldwork achieves reasonable coverage of the survey area, placing special emphasis on specified areas and/or habitats as required.

## 8. Qualifications

The Consultant is expected to meet the following requirements:

- A minimum of postgraduate Masters Degree in an appropriate subject.
- Over ten-years experience in survey and identification of birds in Vietnam.
- Proven experience in writing consultancy reports and some international level publications in bird ecology and conservation is preferable.
- Currently working for a local academic institution.
- Experience in conducting fieldwork in the project area is desirable.
- Experience in bird species conservation.
- Proven experience in writing Vietnamese reports and publications.
- Good English language skills as reports will be produced in Vietnamese and English.

## Working Relationships

Internal

The consultant will report to the Conservation and Program Development Director, WWF-Vietnam.

Other relevant technical support and input will come from project team members.

External

Work with all partners especially Government authorities at provincial, district and commune levels, Forest Protection Department, Sub-FPD, PA Management Boards, and national/international experts.

### **WWF's Mission and Values**

It is part of every staff member's terms of reference to contribute to **WWF's mission**:

WWF's Mission is to stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature, by:

- *Conserving the world's biological diversity*
- *Ensuring that the use of renewable natural resources is sustainable*
- *Reducing pollution and wasteful consumption.*

It is also part of every staff member's terms of reference to embody WWF's **values**, which are: Passionate & Optimistic, Challenging & Inspiring, Credible & Accountable, Persevering & Delivering Results.