

## **Terms of Reference for International Consultant**

### **Sturgeon Identification Guide/Manual and Training for Field Inspectors**

<b>Commence Date</b>	1 April 2017
<b>Completion Date</b>	30 June 2017
<b>Work Type</b>	Mainly office-based work coupled with a visit to Georgia
<b>Reporting to</b>	WWF Caucasus Programme Office

#### **I. PROJECT BACKGROUND**

WWF Caucasus Program Office (WWF Caucasus) implements a project on strengthening sturgeon conservation in Georgia. The project includes three main components of (i) establishing a new protected area; (ii) law enforcement; and (iii) public awareness raising on the importance of sturgeon conservation in the country. The first component is a central idea of the project and it is aimed at establishing a new protected area on the lower Rioni River and the marine section adjacent to its estuary.

Existing national legislation provides the basic legal framework for sturgeon conservation in Georgia, however the legislative and regulatory tools are not sufficient and adequately enforced. One of the major obstacles for effective conservation and law enforcement is a lack of appropriate sturgeon-related expertise in the responsible governmental institutions, which lead to poor law enforcement. Current actual control mechanisms for sturgeon species are very weak. There are no regular and effective inspections to halt illegal fishing and marketing of sturgeons. Field inspectors from the Department of Environmental Supervision/Inspectorate of the Ministry of Environment and Natural Resources Protection do not have enough knowledge and expertise to detect sturgeon poaching and illegal marketing, and to distinguish wild caught individuals from aquaculture raised sturgeons. Due to this reason, very often wild poached individuals are sold as farmed ones. One of the project priority areas is to strengthen the capacity of the Inspectorate to improve the law enforcement. The measures include (i) development of Identification Guide/Manual for sturgeon species native to Georgia, which will help the field inspectors to distinguish wild caught individuals from aquaculture-raised sturgeons and (ii) organization of a training/ seminar for field-inspectors on how to apply the manual in practice.

#### **II. MAIN TASKS**

Main tasks of international consultant are (i) to develop the identification guide/manual for sturgeon species native to Georgia; and (ii) to train the field inspectors from the Department of Environmental Supervision/Inspectorate on how to apply the manual in practice and how to distinguish wild caught individuals from aquaculture raised sturgeons.

The main tasks of the international consultant shall be performed in close collaboration with a national consultant(s) to be hired as local backstopping to the consultancy process.

## **1. Sturgeon Identification Guide/Manual**

The identification guide/manual for sturgeon species native to Georgia shall cover but not limited to the following topics:

- ⇒ Sturgeon at a glance: general information about sturgeon species, including their biology, status, vulnerability and threats.
- ⇒ Introduction of sturgeon species native to Georgia.
- ⇒ Clearly descriptive and step by step identification process: (i) which species are easy to identify and which ones require closer observation; (ii) detailed morphological characteristics that distinguish sturgeon species; (iii) how to distinguish wild sturgeon individuals from aquaculture raised sturgeons through firm morphological evidences and characteristics.

## **2. Training for Field Inspectors**

The field-inspectors from the Department of Environmental Supervision/Inspectorate shall be trained with primarily focus on application of the sturgeon identification manual and distinguishing of wild caught sturgeon individuals from aquaculture raised sturgeons. Surveys shall be conducted through a questionnaire at the beginning of the training and through an evaluation form at the end of the training to assess capacity-growth of participants.

## **III. MAJOR DELIVERABLES**

- ⇒ A detailed work-plan describing particular activities and timeline for assigned tasks.
- ⇒ The first draft of the Sturgeon Identification Guide/Manual.
- ⇒ The completed Sturgeon Identification Guide/Manual.
- ⇒ List of participants of the training.
- ⇒ Interactive training materials.
- ⇒ The questionnaire for assessing the inspectorates' knowledge at the beginning of the training and the evaluation form to assess capacity-growth of participants at the end of the training.
- ⇒ A report of the workshop with key highlights and recommendations about further steps towards law enforcement in the country.

## **IV. ACTIVITIES, WORK SCHEDULE AND DELIVERABLES**

The main activities with a detailed work-schedule as well as expected deliverables under the responsibility of the international consultant will be further agreed with the selected candidate.

## **V. PAYMENT MODALITY**

The consultancy fee as well as payment schedule and conditions will be defined by the Contract to be concluded between WWF Caucasus Programme Office and the international consultant.

## **VI. REQUIRED SKILLS, EXPERIENCE AND COMPETENCIES**

- ⇒ Minimum Master's or equivalent degree in environmental science, ecology or a related discipline.
- ⇒ Minimum ten years of working experience in freshwater ecology, hydrobiology or a related discipline.
- ⇒ Demonstrated practical experience related to ichthyology and sturgeon conservation.
- ⇒ Publications in the relevant field and demonstrated experience of working in the South Caucasus region are in plus.
- ⇒ Ability to work constructively with different stakeholders in a complex environment and under strictly defined time-line.
- ⇒ Strong and proven research and analytical skills.
- ⇒ Excellent writing and presentation skills.
- ⇒ Excellent command of written and spoken English.