The Social Promotion of the Culture Foundation (FPSC) is a private, non-profit organisation, which since 1987 has worked to support human development and the promotion of culture. Through its programmes and projects FPSC tries to promote human, social and economic development that recognises and strengthens the dignity of the people it works with and respectful of the cultural identity of the peoples and social groups it supports. Its philosophy is expressed through its operational model of a “small, agile and independent organization”, which allows FPSC to strengthen and capitalize on its realized work and to respond to the future challenges of raising the capacity of management, optimizing the use of resources and maintaining cost economy.

FPSC is recruiting medium-term consultants to deliver an Action Plan to support the sustainable management of the Ngọc Sơn – Ngo Luong Nature Reserve – Tan Lac and Lac Son district – Hoa Binh province the by Forest Protection Department of Hoa Binh province.

Background

The Ngọc Sơn–Ngo Luong Nature Reserve located in the South-West of Hoà Bình province between Cúc Phương National Park and Pù Luông limestone range. This area supports limestone forest in this transition zone between the mountainous north-west region and the Red River delta. The larger landscape, which the Ngọc Sơn–Ngo Luong Nature Reserve forms part of, is a large area of natural forest supporting high biological diversity including rare and threatened species list in the Red Book of Vietnam. Contrasting with the richness of the biodiversity, local people living within and around the nature reserve are poor.

From 2007, FPSC and Forest Protection Department (FPD) of Hoa Binh province are implementing the Community-based forest conservation and ecotourism development in Ngọc Sơn – Ngo Luong Nature Reserve – Tan Lac and Lac Son district – Hoa Binh province project. The project aims to support the conservation of biodiversity in the nature reserve by improving livelihoods of local communities through ecotourism and other sustainable, natural resource based development options. Moreover, the project pretends to improve the capacity building and the management plan of the FPD’s management board in the nature reserve. This project is funded by the Spanish Agency for International Cooperation and Development (AECID).
Action Plan for the Ngoc Son Ngo Luong Nature Reserve (one consultant or group of consultants).

Terms of Reference

The project is seeking out a consultant or group of consultants to support the management of the Ngoc Son Ngo Luong Nature Reserve (staff of the Forest Protection Department of Hoa Binh) to make an action plan for Ngoc Son Ngo Luong Nature Reserve. This action plan must include the best approach and the technical plan to manage the nature reserve in sustainable manner for the following years. The consultant or group of consultants must undertake the technical process with the FPD staff in the Nature Reserve. The action plan must include but not be limited to the Strategy to Manage the Natural Resources; Conservation Needs Assessment from the FPD, People’s Committees and local people sides; and Operational Management Plan. This action plan will be funded by Spanish Agency for International Cooperation and Development (AECID) through the Ngoc Son Ngo Luong project for the next two years, so it will not be submitted to others founds for the first two years.

The project consultant/s will have the following duties and responsibilities

Duties and responsibilities

- To prepare a technical proposal covering above suggestions for this action plan, including. This proposal has to include the staff of the Nature Reserve who will work with the consultant or group of consultants to make the action plan. The proposal should be sent with application letter. Later on, the proposal of accepted consultant/s still needs to be discussed, agreed with project directors;

- To propose a chronogram with the different phases for making the action plan, including timing for preparation, in office work, field work and report writing. This working plan has to include the role and tasks of the staff of the Nature Reserve who will be involved in the process. A tentative budget must be also included.

- To provide administrative and technical advises to the project staff and FPD staff in planning management, capacity building and how the FPD staff can harness their tasks with local people in the Nature Reserve.

- To make the action plan considering at least the following issues: Commune Development Plans (CDP’s) of the Communes inside of the Nature Reserve, 661 programme, others governmental programmes, all available surveys for the Nature Reserve and around, the activities of different projects implementing in the area and other documents, information and plans inside and around of the Nature Reserve, different demarcation processes, technical plans and documents of Cuc Phuong National Park and Pu Luong Nature Reserve.

- To deliver and drive training courses to FPD staff, communities meetings, forums, technical meetings and other activities with the management board of the Nature Reserve. Questionnaire models, lecture materials like hand-out, minutes of all activities, are requested to be given to project staff during the process (English and Vietnamese versions);

- To arrange periodical technical meetings with the project management unit to inform about the evolution of the work;

- The project management unit at any moment can supervise and audit the activities of the consultant/s during the process. Consultant/s should give support and all the information needed by the project management unit;

- To facilitate all technical discussions raised during al process;

- To must keep confidential the terms, inputs, outputs and activities for making the action plan and must not disclose or allow to be disclosed to any third party any information of the inputs or outputs of this action plan.
- The maximum months must not over 4, one month more is considered for discussion with stakeholders;
- To attend all workshops, technical meetings and forum that the project could arrange in relation to the action plan for Ngoc Son Ngo Luong Nature Reserve, before, during or after the action plan is making;
- To secure quality of the process in manner that project staff, local people, local authorities and FPD understands the content, the methods and the approaches delivered;
- To prepare the draft version –for discussion- and final version (in English and Vietnamese) – for approval- submitting to the project directors. The duties and responsibilities of consultant/s will consider completed only when the action plan is approved by the local authorities. The project must provide a tentative chronogram of the activities that the consultant/s may be involved during this process.

It is expected that through action plan, Ngoc Son Ngo Luong Nature Reserve has a technical document to manage and conserve the Nature Reserve in sustainable manner with local people.

**Action plan must include but not limited:**
- Strategy to the management of the nature resources inside of the nature reserve.
- Conservation Needs Assessment.
- General actuation’s protocols to act in the nature reserve.
- Thematic maps to illustrate the different aspects and etc

**Duration and Requirements**

**Duration**
Maximum 4 months for the draft, plus a month more for delivering the final version which must include all comments and technical modifications provided by all stakeholders.

**Duty Station**
There are two stations: Ngoc Son Ngo Luong project office (Forest Protection Department – Hoa Binh City) and the Ngoc Son – Ngo Luong Nature Reserve office – Tan Lac and Lac Son district.

**Report**
The project will have a strict policy in relation to the schedule of the activities and final outputs. Consultant/s and project management unit will agree a calendar and payment schedule that must be fulfilled by both parts.

A draft version (English and Vietnamese) of the action plan will be sent to the Project Co-Director, Director of FPD Hoa Binh and Director of Ngoc Son Ngo Luong Nature Reserve not later than 20\textsuperscript{th} January 2009.

A final version (English and Vietnamese) of the action plan will be sent to the Project Co-Director, Director of FPD Hoa Binh and Director of Ngoc Son Ngo Luong Nature Reserve before 15\textsuperscript{th} March 2009.

**Requirements**
- A university degree;
- Minimum five years of professional experience in making management plans in protected areas in Vietnam;
- Minimum five years of professional experience in making development plans with local communities;
• Extensive experience with designing and conducting trainings with relevant stakeholders as FPD staff, governmental provincial agencies, commune leaders, local people and NGOs;
• Experience in GIS will be
• Good spoken and written English and fluent Vietnamese;

**Evaluation of each proposal**

1.- Technical quality of the proposal : 70%

   a) Evaluation of the methodology: 35%

   - Adequacy of the proposal to the ToR 6%
   - Quality of the technical tools to make the action plan 9%
   - Development the bottom to up methodology to make the action plan 20%

   b) Evaluation of the team through CVs and experience 35%

   - Experience on management plans in protected areas 25%
   - Experience on village/commune development plans in rural areas 5%
   - Experience on design operational management plans 5%

2.- Economical offer : 30%

*A one page covering letter should specify the position being applied for and highlight why the candidate or group feels they are the right for delivering the course. A CV detailing professional as well as a technical proposal covering above suggestions for design the action plan must be provided.*

Interested candidates should respond by email to the Project Co Director, at lsantiago.fpsc@gmail.com. The position being applied for should be indicated in the subject line.

Applications must be received by 5th September, 2008.

FPSC regrets that due to the large number of expected applications, only applicants being called for interview will be responded to.