

Annex 1. Terms of Reference

Consultancy Title	Kosrae Demonstration Site Land Management Plan (DSLMP) Development
Project Name	Securing Climate-Resilient Sustainable Land Management and Progress Towards Land Degradation Neutrality in the Federated States of Micronesia.
Location	Kosrae, FSM
Application Deadline	Until filled
Type of Contract	Local Consultant or Firm
Languages required	English, Kosraean
Duration of Contract	July 2025-November 2025 (5 months)

BACKGROUND

A. Background

The Federated States of Micronesia (FSM) is an independent sovereign island nation consisting of four States spread across the Western Pacific Ocean (from west to east): Yap, Chuuk, Pohnpei and Kosrae (Map 1). Together, the States comprise 607 islands that stretch over a longitudinal distance of almost 3,000 km mostly located between 6 and 10 degrees north of the equator. The combined land area the FSM [High Islands and Atolls] is approximately 728 km² with 2,700,000 km² of EEZ in the Pacific Ocean. The total area of High Island is approximately 658 km² (Yap 97 km², Chuuk 95 km², Pohnpei 358 km² and Kosrae 110 km²).

The Project, titled “Securing Climate-Resilient Sustainable Land Management and Progress Towards Land Degradation Neutrality in the Federated States of Micronesia”, is a six-year (2024-2029) project funded by the Global Environment Facility (GEF) through the United Nations Development Program (UNDP) and executed by the Department of Environment, Climate Change and Emergency Management (DECEM), Federated States of Micronesia. The proposed project aims to secure critical ecosystem services in the Federal States of Micronesia’s (FSM) through climate-resilient sustainable land and coastal management contributing to Land Degradation Neutrality (LDN).

The long-term goal is to support achievement of all five objectives of LDN which are to: maintain or improve the sustainable delivery of ecosystem services; maintain or improve productivity in order to enhance food security; increase resilience of the land and populations dependent on the land; seek synergies with other social, economic and environmental objectives; and reinforce responsible and inclusive governance of land. The objective will be achieved through the following components:

- Component 1. Strengthening the strategic (institutional, policy, regulatory) framework for addressing land degradation
- Component 2. Enhancing information, decision support tools and capacity for addressing land degradation
- Component 3. Embedding climate-smart sustainable land management in critical landscapes and coastal zones (demonstration activities)
- Component 4. Effective knowledge management, gender mainstreaming, and M&E

The project's incremental value lies in demonstrating the application of integrated landscape interventions to sustainable land and coastal management and resource use applying community-based resource governance and management approaches. This will entail that communities are actively engaged in planning and decision-making on best approaches to manage and use agricultural and forest land and coastal ecosystems so as to help conserve native biodiversity and natural ecosystems, as well as to prevent land degradation and restore land and natural resource so as to safeguard food production systems. It will also help develop capacities and the required enabling frameworks through "learning-by-doing" approaches in the selected target catchments (to raise awareness of the benefits of Sustainable Land Management/Climate Smart Agriculture).

As part of these efforts, the project is seeking a local consultant or firm to engage with the Community Land Management Working Group (CLMWG) and other local landowners and farmers within the demonstration site to develop a Demonstration Site Land Management Plan (DSLMP).

SCOPE OF WORK

B. Key duties and responsibilities

Under the overall guidance of the GEF7 FSM Land Degradation Project Management Unit (PMU) and Kosrae State GEF7 Project Staff, in close collaboration with the Kosrae Sustainable Land Management Committee (KSLMC) and Community Land Management Working Group (CLMWG), the Consultant(s) will develop a Demonstration Site Land Management Plan (DSLMP) for the Project's demonstration landscape (Tofol-Innem) in Kosrae. The Consultant(s) will carry out the following duties and responsibilities:

- Prepare and follow a work plan and methodology, including clear steps and a timeline needed to develop the DSLMP;
- Develop a management plan for the demonstration landscape, through consultations with key stakeholders, which:
 - Includes an assessment of the site;
 - Identifies and includes degraded areas and priority areas for restoration¹;
 - Includes maps² of degraded areas and areas for restoration, or at minimum identifies, needed maps to be produced;
 - Includes a costed work plan;
 - Equally engages men, women and youth and consider needs of vulnerable groups.
- Present draft plan to demo site communities

¹**Restoration** is defined by the 'GEF guidelines on core indicators and sub-indicators' as "the improvement of degraded land on a large scale that rebuilds ecological integrity and enhances people's lives". In details, GEF defines restoration as the process of repairing and/or assisting the recovery of land and ecosystems that have been degraded, damaged, destroyed, or modified to an extent that the land and/or ecosystem cannot fulfil its ecological functions and/or fully deliver environmental services. Activities may include (i) ecosystem restoration that reduces the causes of decline and improves basic functions; and (ii) ecological restoration that enhances native habitats, sustains ecosystem resilience, and conserves biodiversity. [GEF, 2019. [Guidelines on core indicators and sub-indicators. ME/GN/02](#)]

²Maps can be drawn by communities through a consultative process (community mapping). Alternatively, Google maps can be used during consultations with key stakeholders.

C. Expected outputs and deliverables

- Workplan and methodology to use for guidance and support planning in engaging the community members;
- Facilitate consultations with the CLMWGs, KSLMC, and other partners and stakeholders (i.e., smallholder farms, female-headed households and communities) as appropriate, and prepare a consultation summary. Consultations should include and result in the following plan components:
 - Desktop review of existing related plans and activities
 - Background information of the demo site, outlining results from the desktop review and any other information relevant to the scope of the DSLMP.
 - Assessment of the demonstration site
 - Identification of degraded areas, and priority areas for restoration
 - Priority maps, identifying areas for restoration.
 - Priority activities (at least two nature-based solution initiatives identified for implementation)
 - Report on site issues, problems and foreseen challenges for implementation, including recommendations to address them.
 - Costed work plans
- Draft DSLMPs
- Final DSLMPs

D. Duration of Work

- The consultancy is for a period of five (5) months
- The work will be conducted in collaboration with the FSM GEF7 LDN Project team and the Kosrae Sustainable Land Management Committee and Lelu Community Land Management Working Groups

E. Duty Station

- The Consultant(s) will be based in Kosrae State, Federated States of Micronesia and/or sub-contract local consultants based in Kosrae State

F. Reporting

- The Consultant(s) will report directly to the Kosrae State GEF7 LDN Project Staff and the State and Community working groups.

• QUALIFICATION AND EXPERIENCE

G. Qualification

- A minimum of a Bachelor's degree in Agriculture, Forestry, or related environmental field, with a Master's preferred.
- Fluent in Kosraean and English, with strong writing skills

Deliverables		Due Date
1	10% upon submission of signed contract	July1, 2025
2	20% upon submission of a methodology and workplan	July15, 2025
3	20% upon submission of consultation and assessment report(s), including desktop review results.	August 15, 2025
4	20% upon submission of draft DSLMPs	September 15, 2025
5	20% upon submission of a draft Costed Work Plans (CWP)	October 15, 2025
6	10% upon submission of final DSLMPs(inclusive of assessment and CWP)	November 15, 2025

H. Experience

- A minimum of 5 years of experience in working with multi-disciplinary environment stakeholder including communities, government departments and NGOs;
- Experience providing agricultural training;
- Previous experience working in Kosrae State, FSM required

Payment Schedule

The total compensation amount to be rendered for the assignment is **\$15,000**, to be disbursed according to the schedule and deliverables in the table below, and less any deductions required by FSM law and regulations.

I. DOCUMENTATION REQUIRED:

Interested individual consultants must submit the following documents/information to demonstrate their qualifications:

- Letter of Interest summarizing relevant experience;
- Personal CV or resume, including contact details (email and telephone number) of the lead consultant(s) and name/email of two references.

The consultancy may be an individual or firm/company and should be able to assume duties immediately.

Further information may be obtained from Ms. Tamae Luckymis; Kosrae State Technical Coordinator. Please send applications to the contact and address below:

Ms. Tamae S Luckymis; Kosrae State Technical Coordinator
Kosrae Island Resource Management Authority
Tofol, Kosrae FM 96944
Tel: 691.370.3646
Email: tamae.waguk@decem.gov.fm

Annex 2. FSM Land Degradation Neutrality Project DocumentReferences

The section below provides a list of activities and indicators described in the FSM Land Degradation Neutrality Project Document relevant to the execution of this consultancy.

3.1.4Development of Demonstration Site Land Management Plans:

Consultants will be recruited for each State to facilitate the development of the Demonstration Land Management Plans (DSLMPs) For each of the demonstration landscapes. Oversight will be provided by the SEWGs and the CLMWGs with contracts in place for each demonstration landscape in Year 1.

3.1.5Assessment of Demonstration Sites:

Detailed assessments of each demonstration landscape will be undertaken by the contracted consultants in consultation with local officials and communities. If there are existing plans that cover all land/near shore sea aspects of SLM and addressing land degradation for the demonstration sites that are comprehensive then they should not be duplicated but rather use existing plans. But expectation is that while there are many sectoral plans and even some multi-sectoral plans that their focus is likely not as broad as will be required to develop full SLM/LDN planning documents for the full sized demonstration landscapes which in 3 of the 5 demonstration landscapes are not specifically aligned with individual watersheds.

The assessments will (i) characterize the landscape through a participatory process with key stakeholders (especially land users); (ii) describe the key biophysical and socio-economic features of the landscape including its boundary delineation, ecosystem services and ecological functions; (iii) identify what forms of land degradation are affecting productivity and natural ecosystems (e.g. soil erosion including loss of topsoil, gullying, pollution, loss of soil fertility, coastal inundation, sedimentation); and (iv) identify the drivers of land degradation (e.g. drought, migration, market forces), and the pressures and unsustainable land use practices (e.g. forest conversion to agriculture, poorly planned development, infrastructure (e.g. roads), extraction of natural resources). Assessments are to be undertaken by mid-year 2 with the final assessment report for each landscape being attached to the DSLMP for that landscape.

3.1.6 Develop DSLMPs:

Based on the assessment undertaken in Activity 3.1.5, DSLMPs will be developed for each demonstration site ensuring that the development process includes input from local, state and national partners. Based on each of the demonstration landscape assessments support a detailed community-driven consultative process to identify priority areas in each landscape to avoid (i.e., no-go areas), reduce and reverse (i.e. areas to be rehabilitated land degradation. The DSLMPs, like the state and national level NAP efforts should not be sector specific, but should harmonize existing and new efforts across each landscape in a prioritize manner towards achieving the LDN targets set at the national level on the local community scale. So, where forestry plans focus on forest or components that directly relate to forests, the landscape management plans should include forestry but also infrastructure, planning, biodiversity, other aspects of agriculture, general community planning, etc. The key element to ensure happens at each level for SLM is that development, planning and implementation should not be restricted to one or a few sectors but truly engage all land and near shore stakeholders and be a comprehensive device from which specific sectors can be supported but not focused on exclusively to the detriment of other sectors within each landscape. The priority areas will be accurately mapped, zoned and prioritized. Finally, a simple and costed plan will be prepared and approved for implementing actions towards achieving LDN identifying delivery mechanisms and partners. Mapping will help identify, prioritize and inform on-the-ground actions at

landscape levels to support biodiversity conservation and SLM/CSA within the five main sectors (forestry, agriculture, fisheries, infrastructure and aquaculture). It will facilitate identification of (i) areas for conservation of biodiversity, in particular for endangered and endemic species and their habitats and their dispersal corridors, such important ecological areas (including water sources and along rivers); (ii) areas for sustainable community natural resources management and use, including sustainable harvesting and extraction, community based conservation and forest management, watershed conservation and climate risk management; (iii) degraded areas for community forest restoration and fire management; (iv) degraded agricultural areas for restoration using SLM/CSA for sustainable agricultural development; (v) area of mangroves; and (vii) areas and activities that can promote blue/green livelihood improvement. The CLMWGs will oversee the development of the DSLMPs by the contracted consultants for each demonstration landscape during Year 2 with plans finalized by the end of Year 2

3.2.1 Prioritization of areas for restoration:

Calculations at PPG stage were based on best available information which were in most cases outdated GIS layers and satellite imagery. Ground truthing must take place early in project implementation stage and adjustments made once the actual ground situation can be viewed and developed into current GIS layers which can be inclusive of high value targets across the landscape. I.e. identification of what are the key degradations, what is the extent of these areas and where can activities best be directed to 1. prevent further degradation and 2. begin to address and rehabilitate existing degradation. It is likely that shorelines and stream/river buffer area developments will be some of the priority areas as may also be ridge lines and boundaries of existing natural forest stands. The consultancy groups contracted to develop the DSLMPs (Output 3.1) will complete this activity as part of the DSLMPs assessment and plan development with oversight by the CLMWGs in Year 2 and 3. Results will be detailed in the DSLMPs.

In addition, other relevant project activities, that need to be considered by the consultant when designing the methodology for stakeholder consultations and the development of the DSLMP are:

3.1.7 Implement DSLMPs: Implementation of the DSLMPs will be facilitated through acquisition of Contractual Services (Firms or NGOs) starting from Year 3 onwards and are reflected in Outputs 3.2 and 3.3. The CLMWGs will oversee implementation of the DSLMPs with significant involvement of local communities and sector agencies (forestry, fisheries and agriculture). Capacity training to support implementation will be provisioned under project Output 2. Capacity building within the demonstration landscapes will empower local communities, inclusive of women and youth, to support implementation of the DSLMPs.

3.2.2 Partnerships for restoration of degraded habitats: Establishing partnerships between communities and the public sector will be promoted for the restoration of degraded habitats such as mangroves, greenbelts, wetlands and traditional taro patches. This will occur under the implementation of the DSLMPs and overseen by the CLMWGs and SEWGs. MOUs will be established with clear lines of roles and responsibilities of all partners.

3.2.3 Implementation of land restoration activities: Local communities, inclusive of vulnerable groups, women and youth and the private sector will implement land rehabilitation activities for mangrove, taro patch, greenbelts and near shore areas as well as other key priority areas. Efforts will be overseen by the CLMWGs. The project will support implementation of best management practices for restoration BMPs for degraded lands within the demonstration landscapes that takes into consideration the specific needs of vulnerable groups, women and youth.

The DSLMP(s) should include activities that will contribute achieving the FSM LDN Project Results Framework Objectives, Outcomes and Indicators, with particular consideration of Indicators 1, 2, 13 and 14:

	Objective and Outcome Indicators (no more than a total of 20 indicators)	Baseline	Mid-term Target	End of Project Target
Project Objective:	To secure critical ecosystem services through climate-resilient sustainable land and coastal management contributing to Land Degradation Neutrality in the Federated States of Micronesia			
	Indicator 1: Mandatory GEF Core Indicator 11: Direct project beneficiaries disaggregated by gender (individual people)	Current number of direct beneficiaries not available, however, some sustainable resource use and extension services available, but now widespread and comprehensive actions being implemented.	At least 500 people (including 250 men and 250 women) directly benefiting from project activities (improved agriculture, fisheries, livestock agroforestry, livelihoods, value addition and improved landscape conditions).	At least 4,516 people benefiting from project activities, including 2,258 men and 2,258 women.
	Indicator 2: Mandatory GEF Core Indicator 3: Area of land restored	Limited efforts and resources for restoration of terrestrial and wetland habitats.	At least 200 hectares under restoration and site locations and restoration measures defined for the balance 685 hectares.	At least 925 hectares restored, including agricultural lands, forest lands, savannahs and wetlands.
Component 3: Embedding climate-smart sustainable land management in critical landscapes and coastal zones (demonstration activities)				
Outcome 3 Community participation in measures to reduce land degradation, sustain ecosystem services and biodiversity, improve livelihoods and wellbeing.	Indicator 13: Number of initiatives successfully implemented to enhance ecosystem services and biodiversity and reverse land degradation.	Currently limited initiatives for SLM under implementation and their effectiveness uncertain.	At least 5 initiatives initiated to enhance ecosystem services and biodiversity and reverse land degradation from agriculture and infrastructure sector through nature-based solutions, engaging both youth and an equal participation of women and men.	At least 8 initiatives implemented to enhance ecosystem services and biodiversity and reverse land degradation from agriculture and infrastructure sector through nature-based solutions, engaging both youth and an equal participation of women and men.
	Indicator 14: Extent of application of practices to reduce land degradation in smallholder farms.	Smallholder farmers have limited opportunities for application of SLM due to lack of extension services and best practice guidelines and knowledge available to them.	At least 100 smallholder household farms initiated SLM activities through support from project funded extension services, training and best practice guidance.	Reduced land degradation in lands belonging to at least 335 smallholder households (50% of households in the landscapes) adopting SLM techniques

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	Indicator15: Percentage increase in incomes from smallholder farms adopting SLM, diversification of products and small-scale microenterprises	Baselines for community incomes will be established prior to implementation.	At least average of 2% improvement in net household profitability (including female-headed households) from smallholder farms adopting SLM and related added value products/marketing/diversification initiatives.	At least average of 10% improvement in net household profitability (including female-headed households) from smallholder farms adopting SLM and related added value products/marketing/diversification initiatives.
Outputs to achieve Outcome3	<p>3.1 Community-led participatory integrated landscape management and rehabilitation plans co-designed, agreed, and implemented to avoid, reduce, and reverse land degradation to protect ecosystem services and biodiversity.</p> <p>3.2 Targeted ecosystem rehabilitation (nature-based solutions) demonstrated in innovative partnerships with community and the private sector in degraded watersheds and coastal zones to reduce and reverse land degradation and enhance biodiversity.</p> <p>3.3 Smallholder farmers on traditionally owned lands supported to implement traditional and innovative climate-smart agricultural practices for sustainable land management and climate change adaptation that contribute to LDN, protect ecosystem services, biodiversity, and food security, and enhance incomes.</p>			