

Terms of reference (ToR) for the procurement of services below the EU threshold

CONFIDENTIAL

Updated Sulu-Sulawesi Seascape Profile: Strengthening Transboundary Marine Governance and Biodiversity Conservation	Project number/ cost centre: G-011693-002
	Tender number: 10036435

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0. List of abbreviations

AVB	General Terms and Conditions of Contract for supplying services and work
IUU	illegal, unreported and unregulated
MPA	Marine Protected Area
SSS	Sulu Sulawesi Seascape
UNCLOS	United Nations Convention on the Law of the Sea
ToRs	Terms of reference

1. Context

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH is an international cooperation enterprise for sustainable development with worldwide operations on behalf of the German Government. We work to shape a future worth living in over 120 countries around the world. Within the regional level GIZ has been support with the SOMACORE program.

The SOMACORE supports the Coral Triangle Initiative on Coral Reefs, Fisheries and Food Security by strengthening sustainable ocean management and coastal community resilience. Implemented with technical support from GIZ, the program focuses on improving marine governance, supporting marine protected areas, and promoting ecosystem-based approaches. GIZ contributes through capacity building, technical assistance, and stakeholder coordination at local, national, and regional levels, helping ensure effective conservation of marine biodiversity while supporting sustainable livelihoods for coastal communities. Specifically on 3 seascape Sulu Sulawesi, Lesser Sunda and Birds Head Seascape.

The Sulu-Sulawesi Seascape is globally recognized as one of the most important marine biodiversity corridors, forming a critical ecological link within the Coral Triangle, which includes Indonesia, the Philippines, and Malaysia. This seascape supports exceptional marine biodiversity and serves as a key migratory pathway for marine megafauna, including several species of sea turtles. The region hosts at least six of the world's seven marine turtle species,

However, the seascape is facing increasing pressures from overfishing, habitat degradation, illegal, unreported and unregulated (IUU) fishing, marine pollution, and climate change. These challenges are intensified by its transboundary nature, requiring stronger regional cooperation and more effective, coordinated governance among the three countries.

While previous seascape profiles have provided an important baseline, there is a need for updated and more integrated information. In line with regional and global commitments such as the Coral Triangle Initiative on Coral Reefs, Fisheries, and Food Security and the Agreement under the United Nations Convention on the Law of the Sea (UNCLOS) on the Conservation and Sustainable Use of Marine Biological Diversity, this updated profile will strengthen the scientific and policy basis for transboundary marine governance and biodiversity conservation in the region.

In this context, there is a need to update the Sulu-Sulawesi Seascape Profile to strengthen transboundary marine governance and biodiversity conservation in the Sulu-Sulawesi Seascape. The updated profile will include the latest information on governance framework Ecological data such as marine ecosystems, conservation efforts, key marine species, and fisheries management as well as thematic aspects related to resource utilization and threats to conservation. The document will also include policy briefs to support conservation efforts in the area and recommend the guidance to conserve the megafauna corridor within seascape addition; it will provide specific and detailed insights on sea turtle conservation in the region.

2. Tasks to be performed by the contractor

The overall objective of this assignment is to develop an updated Sulu Sulawesi Seascape (SSS) Profile to strengthen transboundary marine governance and biodiversity conservation across Indonesian provinces within the Sulu Sulawesi region. The assignment will provide a comprehensive, up to date, and integrated knowledge base on marine and fisheries resources, covering marine ecosystems, biodiversity, fisheries, and socio-economic conditions, including GESI.

The assignment will compile and analyze the most recent data on marine habitats and key species, including a dedicated focus on megafauna and sea turtle conservation. This includes mapping and assessing sea turtle distribution, key habitats (nesting beaches, foraging grounds, and migratory routes), major threats (e.g., fishing pressure, habitat degradation, and pollution), and conservation status. The analysis will integrate multiple data sources, such as scientific studies, satellite tracking, and local knowledge and produce validated GIS maps and analytical outputs. In parallel, integrated spatial and ecological analyses will be conducted to support ecosystem based and transboundary management, complemented by participatory engagement through consultations, workshops, and discussions with government agencies, local communities, academia, and civil society.

The contractor will ensure alignment with existing governance frameworks and provide practical, evidence-based recommendations to strengthen ecosystem and species management, monitoring systems, and transboundary collaboration. All outputs will align with national regulations and relevant regional and global frameworks, including the Regional and National Plan of Action under Coral Triangle Initiative on Coral Reefs, Fisheries, and Food Security. The assignment will also identify key data gaps, challenges, and opportunities, and produce strategic recommendations and policy briefs to support decision making. In addition, the contractor will develop guidelines for an MPA-based corridor to support megafauna conservation and contribute to capacity building through MPA 101 training and a national symposium on marine species data in the region.

The contractor will be responsible for the following tasks:

1. Develop the updated Sulu-Sulawesi Seascape (SSS) Profile, including:
 - a. Data collection, analysis, and participatory multi-stakeholder engagement
 - b. Comprehensive analysis of biodiversity, conservation status, fisheries, socio-economic conditions, and governance within the SSS
 - c. Development of integrated thematic maps to support the updated seascape profile
 - d. Development of a policy brief on conservation improvements in the SSS
2. Develop report of the National Sea Turtle Symposium
 - a. Integrated mapping and analysis of sea turtle distribution, key habitats, threats, and conservation status in the Sulu-Sulawesi Seascape (SSS)
 - b. Comprehensive analysis of biodiversity, Conservation, fisheries, socio-economic conditions and governance profile in the SSS
3. Organize and documenting the MPA 101 training for MPA managers in Sulu Sulawesi Seascape
 - Arrange and deliver training for MPA management unit personnel within the Sulu-Sulawesi Seascape (SSS), targeting 30 participants to obtain competency certification in MPA management.
 - The training location should be aligned with conservation priorities and target areas within the region.
4. Develop guidelines for an MPA-based corridor that supports megafauna conservation within the seascape

The scope of the assessment and assignment covers the Sulu Sulawesi Seascape (SSS) within Indonesia, while also incorporating relevant regional information from Malaysia and the Philippines. Within Indonesia, the SSS includes the provinces of East Kalimantan, North Kalimantan, Central Sulawesi, North Sulawesi, and Gorontalo, as illustrated in Figure 1. The contractor is expected to identify priority hotspot locations for data collection to ensure comprehensive and representative coverage of the seascape.



Figure 1. The Sulu-Sulawesi Marine Ecoregion (marked by red borders) showing 58 priority conservation and management areas (WWF Philippines, 2003)

Certain milestones, as laid out in the table below, are to be achieved during the contract term:

Milestones/partial works	Deadline/ place/ person responsible	Criteria for acceptance	Estimated Payment
<u>OUTPUT 1</u> • Inception Report • Progress report on the Data Collection and Participatory Multi-Stakeholder Engagement for Sulu Sulawesi Seascape (SSS) profile from 2 Province	30 August 2026	• Detailed workplan, Timeline and ToR of arrangement planning • Compiled updated datasets, documented key findings and spatial information from 2 Province	Interim payment 1, after approved of output 1
<u>OUTPUT 2</u> • Progress report on the Data Collection and Participatory Multi-Stakeholder	30 November 2026	• Compiled updated datasets, documented key findings and spatial	Interim payment 2, after

Engagement for Sulu Sulawesi Seascape (SSS) profile from 3 Province		information from 2 Province	approved of output 2
• Report on the National consultation for marine megafauna especially on Sea Turtle Conservation management in SSS		• Integrated mapping and analysis of marine megafauna include sea turtle distribution, key habitats, threats, and conservation status in the Sulu-Sulawesi Seascape (SSS)	
OUTPUT 3 • Initial report on the updated Sulu Sulawesi Seascape (SSS) profile • Guidelines for an MPA-based corridor that accommodates megafauna conservation within the seascape • Training report on MPA 101	30 January 2027	• Comprehensive analysis of biodiversity, Conservation, fisheries, socio-economic conditions and governance profile in the SSS • Final guideline incorporates stakeholder feedback and is endorsed by relevant technical agencies. • MPA competency certificate for Management body Unit in SSS	Interim payment 3, after approved of output 3
OUTPUT 4 • Final document of Sulu Sulawesi Seascape Profile available • Dissemination report	28 March 2027	• Strategic recommendations and policy briefs on SSS management measures to strengthen transboundary governance, marine biodiversity conservation, and sustainable resource management. • Final report available and disseminated to relevant stakeholder	Final payment after approved of final report.

Period of assignment: from **05 August 2026 until 28 April 2027**.

3. Concept

In the tender, the tenderer is required to show *how* the objectives defined in Chapter 2 (Tasks to be performed) are to be achieved, if applicable under consideration of further method-related requirements (technical-methodological concept). In addition, the tenderer must describe the project management system for service provision.

Note: The numbers in parentheses correspond to the lines of the technical assessment grid.

Technical-methodological concept

Strategy (1.1): The tenderer is required to consider the tasks to be performed with reference to the objectives of the services put out to tender (see Chapter 1 Context) (1.1.1). Following this, the tenderer presents and justifies the explicit strategy with which it intends to provide the services for which it is responsible (see Chapter 2 Tasks to be performed) (1.1.2).

The tenderer is required to present the actors relevant for the services for which it is responsible and describe the **cooperation (1.2)** with them.

The tenderer is required to present and explain its approach to **steering** the measures with the project partners (1.3.1) and its contribution to the **results-based monitoring system** (1.3.2).

The tenderer is required to describe the key **processes** for the services for which it is responsible and create an **operational plan** or schedule (1.4.1) that describes how the services according to Chapter 2 (Tasks to be performed by the contractor) are to be provided. In particular, the tenderer is required to describe the necessary work steps and, if applicable, take account of the milestones and **contributions** of other actors (partner contributions) in accordance with Chapter 2 (Tasks to be performed) (1.4.2).

The tenderer is required to describe its contribution to knowledge management for the partner (1.5.1) and GIZ and to promote scaling-up effects (1.5.2) under **learning and innovation**.

Project management of the contractor (1.6)

The tenderer is required to explain its approach for coordination with the GIZ project. In particular, the project management requirements specified in Chapter 2 (Tasks to be performed by the contractor) must be explained in detail.

The tenderer is required to draw up a **personnel assignment plan** with explanatory notes that lists all the experts proposed in the tender; the plan includes information on assignment dates (duration and expert days) and locations of the individual members of the team complete with the allocation of work steps as set out in the schedule.

The tenderer is required to describe its backstopping concept. The following services are part of the standard backstopping package, which (like ancillary personnel costs) must be factored into the fee schedules of the staff listed in the tender in accordance with Section 3.1 of the GIZ AVB:

- Service-delivery control
- Managing adaptations to changing conditions
- Ensuring the flow of information between the tenderer and GIZ
- Assuming personnel responsibility for the contractor's experts
- Process-oriented steering for implementation of the commission
- Securing the administrative conclusion of the project

Further requirements (1.7)

The process will integrate Gender Equality and Social Inclusion (GESI) as cross-cutting themes throughout the research design, implementation, and analysis. It will ensure the meaningful participation and representation of women, men, youth, and marginalized or

vulnerable groups. The selected methodology will apply an inclusive and participatory approach, utilizing gender and inclusion responsive tools such as disaggregated data collection, targeted stakeholder consultations, and participatory assessment methods. This approach aims to ensure that diverse perspectives are accurately reflected in the findings and the outputs support equitable, inclusive, and context-responsive recommendations.

4. Personnel concept

The tenderer is required to provide personnel who are suited to filling the positions described, on the basis of their CVs (see Chapter 7), the range of tasks involved and the required qualifications.

The below specified qualifications represent the requirements to reach the maximum number of points in the technical assessment.

Team leader – Marine Conservation Specialist (1 person)

Tasks of the team leader

- Lead and coordinate the technical team internally and ensure timely delivery of outputs
- Coordinating and ensuring communication with GIZ, partners and others involved in the project
- Personnel management, identifying the need for assignments within the available budget, as well as planning and steering the implementation of the activities
- Integrate ecological, social, and governance data to provide a comprehensive assessment
- Support development of policy-relevant and actionable recommendations
- Regular reporting in accordance with deadlines with ensure quality of deliverable

Qualifications of the team leader

- Education/training (2.1.1): master's degree in marine science/fisheries, marine biology, natural resources management, social studies or other relevant fields
- Language (2.1.2): Level B2 in Indonesian and English
- General professional experience (2.1.3): 10 years of professional experience in marine conservation and governance
- Specific professional experience (2.1.4): 5 years in managing marine species conservation management
- Leadership/management experience (2.1.5): 10 years of management/leadership experience as project team leader or manager in a company
- Regional experience (2.1.6): 5 years of experience projects in Sulu Sulawesi Seascape
- Development cooperation (DC) experience (2.1.7): 5 years of experience in DC projects

Expert 1: Technical Officer for Marine Ecologist (1 person)

Tasks of Sustainable Marine Ecologist Specialist

- Compile and clean data from multiple sources, including scientific studies, tracking data, monitoring reports, and stakeholder inputs
- Analyze ecological connectivity, critical habitats, and ecosystem functions to inform conservation priorities and spatial planning.

- Support integration of ecological data into spatial analysis, GIS outputs, and the SSS thematic spatial information.
- Develop science-based recommendations for biodiversity conservation and sustainable marine resource management.
- Contribute on the technical reports, policy briefs, and stakeholder consultations. analysis of key habitats, migratory routes, and genetic information

Qualifications of key expert 1

- Education/training (2.2.1): bachelor's degree in the field of marine science, fisheries management, marine biology, Natural Resources Management or other relevant fields
- Language (2.2.2): Level B1 in Indonesian and English
- General professional experience (2.2.3): 8 years in marine ecosystem and species assessment
- Specific professional experience (2.2.4): 5 years in data analysis for sea turtle conservation management
- Leadership/management experience (2.2.5): *not applicable*
- Regional experience (2.2.6): 3 years of marine conservation assessment experience in Sulu Sulawesi Seascape
- Development Cooperation (DC) experience (2.2.7): *not applicable*

Expert 2: Technical Officer for Social-economic Specialist (1 person)

Tasks of Social and Social -Economic specialist

- Assess impacts of anthropogenic threats (e.g., overfishing, habitat degradation, climate change) on marine biodiversity.
- Identify stakeholders, roles, and existing management arrangements
- Analyze inclusive conservation management approaches integrating Gender Equality and Social Inclusion (GESI) principle
- Support development of governance-related recommendations.

Qualifications of key expert 2

- Education/training (2.3.1): bachelor's degree in the field of social science, anthropology, rural development, fisheries, Marine Sciences, Environment, Natural Resources Management or other relevant fields
- Language (2.3.2): Level B1 in Indonesian and English
- General professional experience (2.3.3): 8 years of field experience in social and governance of marine conservation
- Specific professional experience (2.3.4): 5 years of experience in social-economic assessment on the marine ecosystem and species conservation
- Leadership/management experience (2.3.5): *not applicable*
- Regional experience (2.3.6): *not applicable*
- Development Cooperation (DC) experience (2.3.7): *not applicable*

Expert 3: Technical Officer for Fisheries Specialist (1 person)

Tasks of Fisheries specialist

- Assess interactions between fisheries activities and sea turtle populations, including risks of bycatch and habitat disturbance
- Identify and analyze fishing practices that impact sea turtle conservation across target areas
- Develop and promote mitigation measures to reduce bycatch, such as gear modification, best handling practices, and temporal/spatial fishing adjustments
- Contribute to data collection and analysis related to fisheries impacts on sea turtles

Qualifications of key expert 3

- Education/training (2.4.1): bachelor's degree in fisheries, marine biology, marine science, Natural Resources Management or other relevant fields
- Language (2.4.2): Level B1 in Indonesian and English
- General professional experience (2.4.3): 8 years of professional experience in fisheries management or sustainable fisheries.
- Specific professional experience (2.4.4): 5 years of experience in bycatch assessment and mitigation strategy
- Leadership/management experience (2.4.5): *not applicable*
- Regional experience (2.4.6): *not applicable*
- Development Cooperation (DC) experience (2.4.7): *not applicable*

Expert 4. Technical Officer for GIS Specialist (1 person)

Tasks of GIS Specialist

- Conduct spatial analysis to update key ecological areas, critical habitats, conservation priorities, and threat distribution (fishing pressure, habitat degradation, pollution).
- Develop high-quality GIS outputs, including thematic maps, spatial layers, and visualizations for the SSS Profile
- Collaborate with experts and stakeholders to validate data and support spatial inputs for reports and policy briefs.

Qualifications of key expert 4

- Education/training (2.5.1): bachelor's degree in GIS, Geography, Marine Science, fisheries, Environmental Science, Natural Resources Management or other relevant fields
- Language (2.5.2): Level B1 in Indonesian and English
- General professional experience (2.5.3): 8 years of professional experience in marine spatial analysis for conservation
- Specific professional experience (2.5.4): 5 years of experience producing thematic maps and spatial analysis for conservation or marine management.
- Leadership/management experience (2.5.5): *not applicable*
- Regional experience (2.5.6): *not applicable*
- Development Cooperation (DC) experience (2.5.7): *not applicable*

Expert 5. Project Officer – Administration (1 person)

Tasks of Project Officer

- Arrange all gatherings, meetings, interviews, FGDs, workshops, including ensuring the attendance and participation of key stakeholders and logistics arrangement
- Manage all administrative aspects of conducting all activities from end to end
- Manage other administrative tasks including constructing all documentations and evidence documents as well as reports for GIZ and other stakeholders as needed
- Act as main window of contact between consultant team and GIZ

Qualifications of Project Officer

- Education/training (2.6.1): bachelor's degree in the field of environment, administration, or other relevant fields
- Language (2.6.2): Level B1 in Indonesian and English
- General professional experience (2.6.3): 2 years in the development sector
- Specific professional experience (2.6.4): 2 years' experience in supporting project management
- Leadership/management experience (2.6.5): *not applicable*
- Regional experience (2.6.6): *not applicable*
- Development Cooperation (DC) experience (2.6.7): *not applicable*
- Other (2.6.8): *not applicable*

Short-term Expert pool 1: Local Surveyor (5 Person)

For the technical assessment, an average of the qualifications of all specified members of the expert pool is calculated. Please send a CV for each pool member. Requirements on the format of the bid for the assessment.

Tasks of the Local Surveyor

- Mobilize inclusive community participation through outreach, trust-building, and engagement of key groups (women, youth, vulnerable communities).
- Facilitate linkages between communities and market actors to support sustainable livelihood opportunities.
- Serve as a liaison between communities and district government to align activities with local plans and policies.
- Deliver capacity-building activities (training, mentoring, knowledge sharing) to strengthen community skills and organization.
- Organize and facilitate FGDs and participatory meetings to gather inputs and support community decision-making.

Qualifications

- Education/training (2.7.1.): diploma qualification in any related fields
- Language (2.7.2 etc): *No specific requirement*
- General professional experience (2.7.3): 2 years of professional experience in the community development sector, 2 years of professional experience in the government facilitator sector
- Specific professional experience (2.7.4): 2 years of professional experience in FGDs in the village facilitation
- Regional experience (2.7.5): 2 years of experience in Cilacap
- Development cooperation (DC) experience (2.7.6): *No specific requirements*
- Other (2.7.7): *No specific requirements*

Soft skills of team members

In addition to their specialist qualifications, the following qualifications are required of team members:

- Team skills
- Initiative
- Communication skills
- Socio-cultural skills
- Efficient, partner- and client-focused working methods
- Interdisciplinary thinking

5. Costing requirements

Assignment of personnel and travel expenses

Per diem allowances are reimbursed as a lump sum up to the maximum amounts permissible under tax law for each country as set out in the country table in the circular from the German Federal Ministry of Finance on travel expense remuneration (downloadable from the [German Federal Ministry of Finance – tax treatment of travel expenses and allowances for international business travel as of 1 January 2026 \(GERMAN ONLY\)](#)).

Accommodation allowances are reimbursed as detailed in the specification of inputs below.

With special justification, additional Accommodation costs up to a reasonable amount can be reimbursed against evidence.

All business travel must be agreed in advance by the officer responsible for the project

Sustainability aspects for travel

GIZ has undertaken an obligation to reduce greenhouse gas emissions (CO₂ emissions) caused by travel. When preparing your tender, please incorporate options for reducing emissions, such as selecting the lowest-emission booking class (economy) and using means of transport, airlines and flight routes with a higher CO₂ efficiency. For short distances, travel by train (second class) or e-mobility should be the preferred option.

CO₂ emissions caused by air travel must be offset. GIZ specifies a budget for this, through which the carbon offsets can be settled against evidence.

There are many different providers in the market for emissions certificates, and they have different climate impact ambitions. The [Development and Climate Alliance \(German only\)](#) has published a [list of standards \(German only\)](#). GIZ recommends using the standards specified there.

Specification of inputs

Milestones/partial works	Estimated expert days for orientation	Deadline/place/person responsible
Output 1	96	30 August 2026
Output 2	122	30 November 2026
Output 3	36	30 January 2027
Output 4	26	28 March 2027

Travel expenses	Quantity	Number per expert	Total	Comments
Per-diem allowance in country of assignment				
Output 1 and Output 2 Assessment				
Full days	6	2	12	Berau, Lumpsum, Team Leader & Admin (2 persons), 6 Full days (24 hrs)/trip
Travel days	2	2	4	Berau, Lumpsum, Team Leader & Admin (2 persons), 2 Travel days (8-24 hrs)/trip
Full days	30	4	120	Berau, Tarakan, Gorontalo, Toli Toli, Manado, Lumpsum, Experts (4 persons), 6 Full days (24 hrs)/trip
Travel days	10	4	40	Berau, Tarakan, Gorontalo, Toli Toli, Manado, Lumpsum, Experts (4 persons), 2 Travel days (8-24 hrs)/trip
Output 3 Training MPA 101				
Full days	6	7	42	Berau, Lumpsum, Team Leader, Project Admin, Trainer and Assessor (7 persons), 6 Full days (24 hrs)/trip
Travel days	2	7	14	Berau, Lumpsum, Team Leader, Project Admin, Trainer, Assessor (7 persons), 2 Travel days (8-24 hrs)/trip

Overnight allowance in country of assignment				
Output 1 dan output 2 Assessment				
In Berau	5	2	10	1 trip @ 6 days, 5 nights, Team Leader and Project Admin (2 persons)
In Berau, Tarakan, Tolitoli, Gorontalo, Manado	25	4	100	1 trip @ 6 days, 5 nights, Technical Expert (4 persons), 5 Location
Output 3 Training MPA 101				
In Berau	5	7	35	1 trip @ 6 days, 5 nights, Team Leader, Project Admin, Trainer and Assessor (7 persons)
Transport	Quantity	Number per expert	Total	Comments
Output 1 and Output 2 Assessment				
Domestic flights (Home base-Berau)	2	2	4	If applicable, 1 trip 2 ways (Team Lead & Admin)
Domestic flights (Home base-Berau)	2	4	8	If applicable, 1 trip 2 ways (Technical Expert)
Domestic flights (Berau-Tarakan)	2	4	8	If applicable, 1 trip 2 ways (Technical Expert)
Domestic flights (Home base-Tolitoli for Assessment)	2	4	8	If applicable, 1 trip 2 ways (4 Experts)
Domestic flights (Home base-Gorontalo for Assessment)	2	4	8	If applicable, 1 trip 2 ways (4 Experts)
Domestic flights (Home base-Manado for Assessment)	2	4	8	If applicable, 1 trip 2 ways (4 Experts)
Output 3 Training				
Domestic flights (home base-Berau)	2	7	14	If applicable, 1 trip 2 ways (Team Leader, Admin, Trainer and Assessor)

Car rental for Consultant team (5 Province)	30	1	30	1 unit car for 5 locations @ 6 days, 3 Persons
Car rental for Consultant team, Trainer and assessor	6	2	12	2-unit car for 1 event trip @ 6 days, 7 Persons
Other costs	Quantity	Unit/Person	Total	Comments
Subcontracts				The budget contains the following costs see description.
Output 3				
Training MPA 101				
Resource person Fee	10	6	60	
MPA competency certification	1	18	18	Competency certification for 18 participants
Workshop National Workshop (Sea Turtle Symposium) - Meeting pax In Jakarta	250	2	500	2 days event Workshop @250 pax
Workshop with Government and relevant stakeholder in Jakarta	50	1	50	1 day event workshop @ 50 pax
Technical Meeting FGD with coastal Community and other stakeholder - Meeting pax in 5 Province In Berau, Tarakan, Tolitoli, Gorontalo, Manado	5	30	150	5x meeting @30 pax Output 1: 2 meetings Output 2: 3 meetings
Training Training Arrangement for MPA 101 In Berau	6	25	150	1 Training @ 6 days 5 Nights Output 3
Procurement of materials and equipment Meeting tools and printing document (Field Assessment)	30	5	150	The budget contains the following costs: Design layout and Printing event material for assessment and National consultation meetings Output 1: 2 pax Output 2: 3 pax

Meeting tools, stationeries, and printing document (Training)	20	1	20	Design layout and Printing event material Output 3
Meeting tools, stationeries, and printing document (disemination)	40	1	40	Design layout and Printing event material Output 4

Workshops, events and trainings

The contractor implements the following workshops/study trips/training courses:

- National-Workshop
- Technical Meeting
- FGD with coastal community and other stakeholder
- Training Arrangement for MPA 101

6. Inputs of GIZ or other actors

GIZ and/or other actors are expected to make the following available:

- *In special cases*, workstations on GIZ premises are subject to prior approval

7. Requirements on the format of the tender

The structure of the tender must correspond to the structure of the ToR. In particular, the detailed structure of the concept (Chapter 3) should be organised in accordance with the positively weighted criteria in the assessment grid (not with zero). The tender must be legible (font size 11 or larger) and clearly formulated. It must be drawn up in English (language).

The complete tender must not exceed 10 pages (excluding CVs). If one of the maximum page lengths is exceeded, the content appearing after the cut-off point will not be included in the assessment. External content (e.g. links to websites) will also not be considered.

The CVs of the personnel proposed in accordance with Chapter 4 of the ToRs must be submitted using the format specified in the terms and conditions for application. The CVs shall not exceed 4 pages each. They must clearly show the position and job the proposed person held in the reference project and for how long. The CVs can also be submitted in English (language).

As the contract to be concluded is a contract for works, please offer a fixed lump sum price that covers all relevant costs (fees, travel expenses etc.). The price bid will be evaluated on the basis of the specified lump sum price. In addition, please also provide the underlying daily rate. A breakdown of days is not required.

8. Annexes

Outline Structure: Updated Sulu-Sulawesi Seascape Profile

1. Executive Summary

- Key findings and updates
- Priority issues and recommendations
- Policy relevance for regional cooperation

2. Introduction

- Background and rationale
- Objectives of the updated profile
- Scope and geographical coverage
- Linkages to regional and global frameworks (e.g., Coral Triangle Initiative on Coral Reefs, Fisheries, and Food Security, BBNJ Agreement)

3. Methodology

- Data sources (scientific studies, government reports, regional programs)
- Analytical approach (EAFM, ecosystem-based management, spatial analysis)
- Stakeholder consultation process

4. Seascape Overview

- Geographic and oceanographic characteristics
- Socio-economic importance (population, livelihoods, fisheries dependency)
- Key marine habitats:
 - Coral reefs
 - Mangroves
 - Seagrass beds

5. Marine Biodiversity and Ecosystems

- Status of biodiversity (species richness, endemism)
- Key species groups:
 - Fish and fisheries resources
 - Marine mammals
 - Sea turtles (detailed subsection)
- Critical habitats and ecological connectivity (migration routes, spawning areas)

6. Fisheries and Resource Utilization

- Fisheries profile (small-scale vs industrial)
- Key commodities and economic value
- Aquaculture and coastal resource use
- Trends and sustainability issues

7. Threats and Pressures

- Overfishing and IUU fishing
- Habitat degradation (coastal development, destructive practices)
- Marine pollution (plastic, industrial waste)
- Climate change impacts (warming, acidification, sea level rise)

8. Governance and Institutional Framework

- National and Provincial policies (Indonesia)
- Regional cooperation mechanisms (CTI-CFF, ASEAN, others)
- Existing management approaches (MPAs, EAFM, MSP)
- Challenges in transboundary governance

9. Conservation Efforts and Initiatives

- Marine Protected Areas (MPAs) and networks
- Species conservation programs (with focus on sea turtles)

- Community-based management practices
- Ongoing regional and international projects

10. Sea Turtle Conservation Profile (Special Chapter)

- Species distribution and status
- Nesting sites and migratory pathways
- Key threats (bycatch, illegal trade, habitat loss)
- Existing conservation initiatives and gaps
- Regional collaboration needs

11. Data Gaps and Knowledge Needs

- Gaps in ecological and socio-economic data
- Monitoring and research priorities
- Technology and data-sharing needs

12. Strategic Analysis and Opportunities

- Key leverage points for intervention
- Opportunities for blue economy development
- Integration with climate resilience and biodiversity targets

13. Recommendations

- Policy recommendations (national & regional)
- Strengthening transboundary governance
- Conservation and management priorities
- Capacity building and financing mechanisms

14. Policy Briefs (Standalone Outputs)

- Short, targeted briefs for decision-makers:
 - Fisheries sustainability
 - Marine conservation priorities
 - Sea turtle conservation
 - Transboundary governance

15. Conclusion

- Summary of key messages
- Way forward for regional collaboration

16. Annexes

- Maps and spatial data
- Species lists
- Stakeholder list
- References and datasets