



**DEPARTMENT OF ENVIRONMENTAL PLANNING & PROTECTION
MINISTRY OF ENVIRONMENT & HOUSING**

**TERMS OF REFERENCE
FULL-SIZED PROJECT PREPARATION**

1. Summary Information

Country: The Bahamas
Project Title: <i>Integrated Landscape Management for Addressing Land Degradation, Food Security and Climate Resilience Challenges in The Bahamas</i>
Target Islands: Abaco, Andros, Cat Island, Eleuthera, Grand Bahama, Long Island, New Providence
PPG Completion Date: No later than 10 th December, 2021

The Department of Environmental Planning and Protection is seeking the services of Lead Consultant/Firm to implement all relevant activities toward the development of a Full-Sized Project proposal aimed at guiding the implementation of the GEF- funded Full-Sized Project entitled: *Integrated Landscape Management for Addressing Land Degradation, Food Security and Climate Resilience Challenges in The Bahamas.*”

2. Description of the Project Preparation Phase

The purpose of the project preparation phase is to develop a comprehensive project proposal to guide the implementation of the GEF-funded Full-Size Project (FSP) “*Integrated Landscape Management for Addressing Land Degradation, Food Security and Climate Resilience Challenges in The Bahamas*”. This preparatory phase will finalize studies and arrangements necessary for the submission of project documents to the GEF; undertake stakeholder consultations and data collection in order to facilitate participation; define relevant baseline and complementary activities; and develop the required documents for submission to the GEF and UN Environment Programme.

3. Project Preparation Activities

The project development process will engage stakeholders through the conduct of a suite of key activities to validate the proposed theory of change for the project, contribute to the baseline, define and cost proposed actions and targets proposed in the Project Identification Form (PIF) to be included in the Full-Sized Project document and CEO Endorsement Request. These activities are described in the table below with ‘indicative’ personnel leads who will form a Project Development Team as follows:

- PD Expert: Lead Project Development expert
- AG Expert: Agriculture Expert
- LM Expert: Land Management Expert
- PO Expert: Policy / legislative Development Expert
- SC Expert: Scientific Data Management Expert
- IT Expert: Information Systems Management Expert
- BD Expert: Business / Financial Development Expert
- GN Expert: Gender / Social Development Expert
- CM Expert: Communications Expert
- GEF-TM: UNEP GEF Task Manager

4. SCOPE OF WORKS

Under the guidance of a Lead Project Development expert the Project Development Team will collectively follow the outputs noted in the table below for the development of a comprehensive project document to be submitted to the GEF. A summary of the indicative specialists and associated tasks to be performed and key deliverables is presented in Annex A.

<p>Component 1: Strengthening the enabling environment for achievement of land degradation neutrality through improved policy and governance</p> <p>This following key activities will establish a baseline and implementation strategy for this component by proposed output:</p>	
<p>Output 1.1.1: Advisory and support services, including capacity building, to develop and implement a Strategy and Inter-Sectoral Operational Framework to achieve LDN in the Bahamas provided to selected personnel from at least 3 lead national agencies with responsibility for agricultural/rural land management</p>	
<ul style="list-style-type: none"> • Convene consultations with lead agencies to determine best approach to develop the Intersectoral Operational Framework • Review existing policies and support frameworks, assess institutional readiness and determine gaps that will need to be addressed • Determine how the framework will interface with UNCCD Land Degradation Neutrality approaches for mainstreaming in the context of agency mandates • Consider national response strategies to climate change and food security relative to the land management optimization and required policy reform • Define a strategy to sustain active stakeholder engagement during project implementation and post-project • Define draft terms of reference for the project policy/legal and organizational management expert(s) (linked to Output 1.2.1) 	<p>Lead experts: PO, LM</p>
<p>Output 1.2.1: Studies and recommendations conveyed in at least 5 policy papers to upgrade relevant land development policies, regulatory instruments and incentive regimes to encourage investments in the agricultural sector towards LDN conducted and made available to key audiences</p>	
<ul style="list-style-type: none"> • Convene consultations with lead agencies to validate the strategic direction and orientation of proposed policy outputs (and required number) that will support the upgrades to existing policies, regulatory instruments and incentive regimes 	<p>Lead experts: PO, LM, AG</p>

<ul style="list-style-type: none"> • Determine avenues for soliciting high-level policy buy-in to support proposed policy reforms • Determine capacity building needs among regulatory and technical agencies, define the potential training and capacity building resources required and preferred modalities for delivery • Determine means for sustaining a stakeholder engagement process during formulation of the outputs and sustainability post-project • Prepare draft terms of reference for the policy/legal and organizational expert(s) – (linked to Output 1.1.1) 	
<p>Component 2: Demonstration of regenerative agriculture and resilient food production systems, practices and technologies</p> <p>This following key activities will establish a baseline and implementation strategy for this component by proposed output:</p>	
<p>Output 2.1.1 Degraded areas rehabilitated across 10,000 hectares (24,710.54 acres) of productive landscapes through demonstration and implementation of restorative nature-based solutions for uptake by farmers/stakeholders. Target islands:</p> <ul style="list-style-type: none"> • 2500 ha (6177.65 acres) Abaco • 3500 ha (8648.69 acres) Andros • 500 ha (1235.53 acres) Cat Island • 700 ha (1729.74 acres) Eleuthera • 2100 ha (5189.21 acres) Grand Bahama • 600 ha (1482.63) Long Island • 100 ha (247.11) New Providence 	
<ul style="list-style-type: none"> • Visit target islands and update the baseline/situational analyses on each to identify target farms and/or landholdings on which restoration measures will be carried out that will address land degradation challenges and provides greatest potential for demonstration and replication of SLM and climate smart agriculture • Validate the areal extents/footprints for land management and agricultural interventions estimated at the PIF submission • Consult among targeted beneficiaries and support agencies to fine-tune expected outputs and outcomes and solicit commitment in participation during the project and maintain post-project continuity • Further develop the proposed theory of change to make use of the LDN Transformative Projects and Programmes (TPP) tool to guide the project development (https://knowledge.unccd.int/knowledge-products-and-pillars/access-capacity-policy-support-technology-tools/checklist-land) • Develop designs for the nurseries/greenhouses based on estimated demand for planting material on-ground nature-based restoration and climate-smart agricultural crops, including ancillary infrastructure. Determine indicative investment costs and recurrent costs for operation • Determine appropriate technologies and methods for the composting element of the project to include <i>inter-alia</i> design, equipment specifications and costs (initial investment and recurrent costs) 	<p>Lead experts: LM, AG</p>

<ul style="list-style-type: none"> • Determine how facilities (composting and nursery) will be operated and maintained post-project • Assess and validate the carbon sequestration accounting assessment presented in the PIF and projected carbon benefits during and post-project • Identify lead collaborators in each of the islands that may serve as focal points for piloting (model farmers/community groups, NGOs) • Define an assessment methodology for sampling for state of environmental change (soil and another parameter sampling) • Reevaluate the safeguards considered during the PIF submission, particularly the climate change risks and potential impacts to the investments supported under the project – this needs to include hurricane resilience measures for infrastructure • Consider necessity of a grievance redress mechanism to allow for inputs from stakeholders who may be adversely impacted by the project • Prepare draft terms of reference for project specialists; agronomist, land management expert, soils scientist, others. 	
<p>Output 2.2.1 Suite of at least 10 SLM-LDN, restorative climate-smart agriculture, integrated waste management tools, practices, approaches, technologies and capacity building to support expanded adoption of SLM and regenerative climate-smart agriculture practices across 20,000 ha (49,421.08 acres) by at least 1,000 farmers</p>	
<ul style="list-style-type: none"> • Assess available knowledge products that may be adapted to the project, including primary resources from the UNCCD. Consult with the UNCCD Secretariat for guidance and the Partnership Initiative on Sustainable Land Management (PISLM) to build regional coherence in capacity building and pathways for sharing lessons learned within country and across the Caribbean (and other SIDS) • Determine / validate the number of direct beneficiaries (from PIF submission) to be targeted for capacity building • Identify key content for training packages • Identify community leaders, lead farmers, support organizations that could serve and trainers and resource persons for widening capacity building efforts and build sustainability post-project • Develop draft terms of reference for capacity building experts 	<p>Lead experts: AG, LM, CM</p>
<p>Component 3: Incentivizing uptake and replication of SLM and climate resilient agriculture This following key activities will establish a baseline and implementation strategy for this component by proposed output:</p>	
<p>Output 3.1.1: Gender-sensitive business investment plans (inclusive of market access mechanisms), business development services and capacity building to facilitate enhanced production of agricultural and other value-added products from restored landscapes and access to markets made available to farmers and community groups</p>	
<ul style="list-style-type: none"> • Host stakeholders’ consultations with key business development organizations and agribusiness support agencies to determine product/commodity 	<p>Lead experts: BD, AG, GN</p>

<p>development potential and development of new product value chains; assess private sector buy-in and incentives to support engagement</p> <ul style="list-style-type: none"> • Determine the potential types and number of business investment plans that may be supported under the project • Assess the business climate for uptake of agribusiness investments and stimulus packages and identify challenges, with consideration of the COVID19 circumstances, and determine capacity of target farmers and entrepreneurs for uptake of business support • Determine an appropriate methodology to track changes in farmer income, determine that baseline and targets by project midterm and completion • Determine lead organizations that will be engaged in this component; validate the capacities of the agencies that were originally identified in the PIF • Develop Terms of Reference for lead business development consultant 	
<p>Output 3.1.2: Grant mechanism made available to support eco-social business ventures accessed by farmers and community groups</p>	
<ul style="list-style-type: none"> • Host consultations with key credit and financial institutions to assess existing credit mechanisms/lending facilities to assess most viable options for the project • Assess the general profile of agri-business entrepreneurs and credit access history, considering challenges and recommendations for enhancement of efficacy of credit mechanisms that may be adopted under the project • Develop a management framework for the proposed grant mechanism including the value of the grants, potential number of beneficiaries • Propose how the programme under the project will be integrated within existing credit mechanisms and how the support triggered by the project will be sustained post-project • Gain understanding on the potential inequalities between men and women in the agricultural sector with respect to credit access and within broader socio-economic development dimensions for consideration in the design of the grant mechanism • Develop terms of reference for the business development specialists 	<p>Lead experts: BD, AG, GN</p>
<p>Component 4: Enhancing monitoring and knowledge management systems for land degradation neutrality assessment and agricultural production system resilience assessment and tracking related GEB Indicators</p> <p>This following key activities will establish a baseline and implementation strategy for this component by proposed output:</p>	
<p>Output 4.1.1: National Environmental-Agricultural Production Information System developed and accessible through multi-stakeholder operational platforms for use to improve decision making by technical professionals, farmers, practitioners and other stakeholders</p>	
<ul style="list-style-type: none"> • Consult with relevant stakeholders to review data management systems for environmental assessment and monitoring under the range of existing and planned initiatives in The Bahamas 	<p>Lead experts: IT, AG, LM</p>

<ul style="list-style-type: none"> • Determine challenges in data access and opportunities that can be developed under the project; explore innovation using emerging technologies (e.g., use of smart phone and apps) for input and access to data, and possibilities for crowd data sourcing • Determine opportunities for streamlining and harmonization of data generated under the project within wider national information management systems • Assess information system hardware and software requirements and procurement costs for initial investment and operational recurrent costs • Determine post-project operational modalities and options for cost-recovery associated with data use • Develop Terms of Refence for information management consultants 	
<p>Output 4.1.2: Low-cost environmental/ agrometeorological systems for land resource degradation and agro-climatic assessment, and accompanying capacity building designed and pilot-tested in six of the target islands by researchers, students, technical professionals and relevant community stakeholders for monitoring trends in land degradation, food system resilience and GEBs at multiple scales</p>	
<ul style="list-style-type: none"> • In consultation with key agencies, assess existing field monitoring systems, and determine data availability and limitations. • Determine system development requirements with emphasis on land degradation neutrality assessment (reporting to the UNCCD) and develop a procurement list that includes equipment specifications, costs and operational recurrent costs • Visit islands to determine site requirements for systems installations • Identify core monitoring partners and develop a proposed architecture for data exchange, processing and dissemination • Determine opportunities for integrating data observations within academic curricula • Identify opportunities for application of complementary citizen science approaches to widen information capture and deepen stakeholder engagement • Determine post-project operational modalities for the monitoring systems including cost recovery • Develop terms of refence for information management consultants (linked to Output 4.1.1) 	<p>Lead experts: IT, AG, LM</p>
<p>Output 4.2.2: Suite of at least 15 specific public awareness resources, media outputs developed and made accessible for use by policy and technical support professionals, practitioners, other beneficiaries and wider civil society</p>	
<ul style="list-style-type: none"> • Consult with lead stakeholders on needs and best formats for information delivery to target audiences • Assess current channels for information dissemination and explore new opportunities for communication • Develop a knowledge management strategy and plan to define how all the project outputs and learning from implementation will be captured and organized 	<p>Lead experts: CM, AG, LM</p>

<ul style="list-style-type: none"> • Develop a Communications Plan to craft clear messaging in increasing stakeholder awareness of the land degradation issue • Estimate associated costs for materials development • Develop draft terms for education/awareness expert 	
<p>Output 4.2.3: Series of at least 10 knowledge sharing events for exchanging lessons learned, information dissemination and networking organized and facilitated for participation among policy and technical support professionals, practitioners and other beneficiaries</p>	
<ul style="list-style-type: none"> • Determine best opportunities for exchanges and propose formats for delivery • Review existing opportunities for KM exchanges and means to upscale • Determine target audiences, ensure input from all stakeholders in defining these opportunities 	<p>Lead experts: CM, AG, LM</p>
<p>Output 4.2.4: Project monitoring and evaluation system operating providing systematic information on progress in meeting project outcome and output targets</p>	
<ul style="list-style-type: none"> • Consult with lead executing agency and UNEP on development of the M&E for the project 	<p>Lead experts: PD, GEF-TM</p>
<p>Deliverables</p> <p>The Lead Project Development expert shall provide deliverables associated with the Scope of Works outlined in this document that is intended to build upon the approved PIF (attached).</p> <p>The following activities will integrate the technical inputs associated with the project components toward the development of the documents required for the submission of a GEF CEO Endorsement Request package. Consultations will be undertaken at both the national and site levels (within the target islands) to reach consensus on the final project details.</p>	
<ul style="list-style-type: none"> • Expand the description of the <u>Project Baseline</u> in the PIF by collecting and analysing data on government, donor-funded, non-governmental and private sector investments in natural resource management. Results to be identified and briefly described, including: sources of funding; recipient of funding; type and purpose of investment; committed amount in USD-equivalent; and duration of investment • Detailed project <u>Components, Outcomes, Outputs</u> and related activities, based on a logical framework analysis, and the results of the studies undertaken in Component development • Develop a <u>Logical Framework</u> specifying the project goal, objective, outcomes, and outputs, and detailed project indicators (including baseline and target values, means of verification, and assumptions /risks) • Develop a <u>theory of change</u> and logic for intervention (project rationale) • Develop a detailed <u>incremental-cost analysis</u> as per GEF guidance (definition of GEF incremental value per outcome and output; presentation of results of the incremental cost-analysis in matrices) • Summarize the <u>Global Environmental Benefits</u> that the project is expected to generate 	<p>Lead experts: PD, drawing the technical outputs from the team</p>

<ul style="list-style-type: none"> • Give a description of the <u>Innovation</u>, <u>Sustainability</u> (Environmental; Institutional; Financial; Social), and <u>Potential for Scaling Up</u> incorporated into the project design • Detailed analysis of all project <u>Stakeholders</u> (national and local level; governmental, non-governmental, private sector, community, etc.), and identification of stakeholder roles and responsibilities in the implementation of the project • Study of gender inequalities and strategy for mainstreaming <u>Gender Equality</u> and women’s empowerment into the project implementation • Definition of project <u>Risks</u> and corresponding risk mitigation measures • Participatory definition of the project <u>Implementation Arrangements</u> for the FSP, including delineation of responsibilities and coordination mechanisms; costs of the project management unit; and inputs required for implementation (consultants, equipment, travel, etc.) • Description of the <u>Socio-Economic Benefits</u> to be delivered by the project at the national and local levels • Description of the project’s approach to <u>Knowledge Management</u>, including, if any, plans for the project to learn from other relevant projects and initiatives and plans for the project to assess, document and share lessons learned with relevant stakeholders • Description of the project’s <u>Alignment with National Strategies</u> and plans or reports, as well as with relevant convention • Formulation of the project <u>Monitoring and Evaluation Plan and Budget</u> to track project progress and effectiveness • <u>Responses to Reviews</u> from the GEF Secretariat and other GEF Agencies • Final budget showing <u>Status of Implementation of Project Preparation</u> activities and the use of funds (i.e., a report on PPG spending) 	
Compilation of Annexes DEPP requires the Consultant/Firm to provide the following documents	
<ul style="list-style-type: none"> • <u>Project Budgets for GEF funds and Co-financing</u>, showing the costs of the project Outcomes and Outputs, in required GEF and UNEP formats • Identification of <u>co-financing</u> sources and secured letters of co-financing commitment • Table in UNEP format showing <u>Key Deliverables and Benchmarks</u> to measure project progress • <u>Project Workplan and Timetable</u> in UNEP format • UNEP <u>Environmental, Social and Economic Review Note (ESERN)</u> • <u>Project Supervision Plan</u> in UNEP format • <u>Project Procurement Plan</u> in UNEP format • <u>Terms of Reference</u> for key project staff and project steering committee 	Lead experts: PD
Overall Guidance and Final Documentation	

<ul style="list-style-type: none"> • The Lead Project Development expert will provide an <u>overall orientation</u> to the project development team / stakeholders in relation to GEF requirements and international best practices for project planning and monitoring • <u>Review, provide feedback, and validate</u> the results of the studies undertaken and recommendations made by the PPG team members, as well as information provided by national stakeholders, checking for the technical feasibility, cost-effectiveness and incrementality of proposed FSP activities • Conduct relevant validation and consultation meetings as needed • Submit to DEPP <u>required documentation</u> (<u>GEF Endorsement Request and annexes</u>) and lead the process to revise and finalize documents in response to comments from UNEP and GEF 	Lead experts: PD, GEF-TM
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PPG Budget

The total cost for works to complete the project development phase is BSD \$125,000.00. This amount is fixed and cannot be negotiated or changed.

SUBMISSION

Interested Parties should submit i) CVs (with a cover letter) and ii) a technical & financial proposal to DEPP via email to: Careers@depp.gov.bs and SSCartwright@depp.gov.bs; or deliver in hard copy (in a sealed envelope) to:

**Department of Environmental Planning and Protection
Ministry of the Environment and Housing
Ground Floor, Charlotte House
Charlotte and Shirley Streets
P.O. Box N-7132
Nassau, Bahamas**

Re: Rochelle Newbold – PPG Consultancy

Applications for this position will be accepted until March 10th, 2021 at 9:00am EST.

Annex A: Summary of indicative Specialists, Tasks to be performed and Key Deliverables

Position / Titles	Tasks to be Performed
Project development National Coordinator	Overall coordination of all national activities related to PPG. Functions include: oversight and coordination of all preparatory activities for the components; liaison between the team leader/drafter consultants, stakeholders, cofinanciers, and EA; lead the search for strategic alliances and partners; provide all necessary information to the Project document drafter for his/her action and provide administrative support to the team if needed.
Lead Project Development Expert / Team Leader	<p>The Lead Project Development Expert / Team Leader should work closely with the project development National Coordinator and the other members of the consultancy team, as well as with the executing agency and UNEP. The final product should be the overall development and drafting of UNEP’s PRODOC and CEO-Endorsement package, with respective annexes and appendices including co-finance letters, taking into account GEFSEC and STAP Review Comments in final products.</p> <p>Through at least one (1) mission to the target islands , the Lead Project Development Expert / Team Leader will closely coordinate with the national and international technical experts to perform/deliver the following tasks/outputs associated with <i>Definition of Project Strategy; Compilation of Annexes; Overall Guidance and Final Documentation; will contribute to other activities as required.</i></p> <p><u>Key products will include:</u></p> <ul style="list-style-type: none"> • Drafting of TORs for Specialists with final draft reviewed and agreed upon by DEPP • Orientation for the project development team / stakeholders on GEF requirements and international best practices for project planning and monitoring • Review and validation of the results of the studies undertaken and recommendations made by the team members, as well as information provided by national stakeholders • Detailed project Components, Outcomes, Outputs and related activities • The project Logical Framework specifying the project goal, objective, outcomes, and outputs, and detailed project indicators • A detailed incremental-cost analysis as per GEF guidance • Summary of the project’s Global Environmental Benefits • Descriptions of the Innovation, Sustainability and Potential for Scaling Up incorporated into the project design • Detailed analysis of project Stakeholders and identification of stakeholder roles and responsibilities in project implementation • Definition of project <u>Risks</u> and corresponding risk mitigation measures • Description of the <u>Socio-Economic Benefits</u> to be delivered by the project • Description of the project’s Alignment with National Strategies and with relevant conventions • Formulation of the project Monitoring and Evaluation Plan and Budget • Responses to Reviews from the GEF Secretariat and other GEF Agencies • Project Budgets for GEF funds and Co-financing

Position / Titles	Tasks to be Performed
	<ul style="list-style-type: none"> • Project Workplan and Timetable in UNEP format • All other required documentation (GEF Endorsement Request and annexes) for submission to UNEP and GEF; and revised documents (as needed) in response to comments from UNEP and GEF • Reports based on participation in relevant consultation processes when in country
Policy / legislative development expert	<p>The Policy / Legislative development expert will closely coordinate with the project team, the DEPP, Department of Physical Planning and relevant stakeholders to perform/deliver the following tasks/outputs associated with Component 1: <i>Strengthening the enabling environment for achievement of land degradation neutrality through improved policy and governance</i></p> <p><u>Key products will include:</u></p> <ul style="list-style-type: none"> • Recommendations on the best approach to develop the Intersectoral Operational Framework to mainstream measures for land degradation neutrality • Review of existing policies and support frameworks, institutional readiness to adopt an Intersectoral Operational Framework and policy, regulatory and institutional gaps that will need to be addressed and recommendations to address these requirements • Provide analysis of Institutional Capacity and Functions within various ministries and agencies • Institutional capacity building needs to support policy reform and define potential training and indicative strategy for sustainability • Draft Terms of Reference for the policy / legislative specialists
Agriculture expert	<p>The Agriculture expert will closely coordinate with the project team, the DEPP, Ministry of Agriculture and relevant stakeholders based on at least 1 mission to all the target islands to perform/deliver the following tasks/outputs associated with Component 2: <i>Demonstration of regenerative agriculture and resilient food production systems, practices and technologies</i>; Component 3: <i>Incentivizing uptake and replication of SLM and climate resilient agriculture</i></p> <p><u>Key products will include:</u></p> <ul style="list-style-type: none"> • Designs for nurseries/greenhouse facilities based on estimated demand for planting material for on-ground vegetation restoration and climate-smart agricultural crops, including ancillary infrastructure, indicative investment (establishment) and recurrent costs and operational plan • Technology options for composting facilities that include design and, equipment specifications, initial investment and recurrent costs and proposed operational plan • Assessment methodology for soil and environmental sampling

Position / Titles	Tasks to be Performed
	<ul style="list-style-type: none"> • Recommended content for training packages on climate-smart good agricultural practices • Advisory support to development of agribusiness development component • Draft terms of reference for agricultural-related project specialists
Land management expert	<p>The Land Management expert will closely coordinate with the project team, the DEPP, Ministry of Agriculture and relevant stakeholders based on at least 1 mission to all the target islands to perform/deliver the following tasks/outputs associated with Component 2: <i>Demonstration of regenerative agriculture and resilient food production systems, practices and technologies</i></p> <p><u>Key products will include:</u></p> <ul style="list-style-type: none"> • Dossier of target farms/landholdings including specifications on land restoration measures and climate smart agriculture systems with accompanying spatial analysis (GIS based) and relevant map outputs • Review of available knowledge products that may be adapted to the project, including primary resources from the UNCCD • Land degradation assessment methodology adapted for The Bahamas • Forest/agriculture land cover carbon accounting assessment to validate the PIF estimates and establish baseline • Recommended content for training packages on approaches for SLM • Draft terms of reference for land management-related project specialists
Business / financial development expert	<p>The Business / financial development expert will closely coordinate with the project team, the DEPP, Ministry of Agriculture and Marine Resources, financing institutions and relevant stakeholders to perform/deliver the following tasks/outputs associated with Component 3: <i>Incentivizing uptake and replication of SLM and climate resilient agriculture</i></p> <p><u>Key products will include:</u></p> <ul style="list-style-type: none"> • Assessment of the business climate for uptake of agribusiness investments and stimulus packages • Assessment of challenges in the agri-business development environment, with consideration of the challenges with COVID19 and capacity of target farmers and entrepreneurs for uptake of business support • Potential types (based on profitable commodities) and number of business investment plans that may be developed • Recommended management framework for the grant mechanism including integration within existing credit mechanisms, the grant value sizes, potential number of beneficiaries, sustainability post-project • Methodology to track changes in farmer income, baseline and targets by project midterm and completion • Terms of reference for the business development specialists

Position / Titles	Tasks to be Performed
Scientific data management expert	<p>The Scientific data management expert will closely coordinate with the project team, the DEPP, University of the Bahamas and relevant stakeholders through at least 1 visit to target islands to perform/deliver the following tasks/outputs associated with Component 4: <i>Enhancing monitoring and knowledge management systems for land degradation neutrality assessment and agricultural production system resilience assessment and tracking related GEB Indicators</i></p> <p><u>Key products will include:</u></p> <ul style="list-style-type: none"> • Assessment of existing field monitoring systems and determine data availability and limitations. • Data capture system requirements for agrometeorological monitoring and land degradation neutrality assessment including equipment specifications, installation and recurrent costs and cost recovery recommendations • Proposed architecture for data exchange, processing and dissemination including mechanisms for integrating data observations within academic curricula • Opportunities for application of complementary citizen science approaches to widen information capture and deepen stakeholder engagement • Terms of refence for scientific expert
Information systems management expert	<p>The Information systems management expert will closely coordinate with the project team, the DEPP, University of the Bahamas and relevant stakeholders to perform/deliver the following tasks/outputs associated with Component 4: <i>Enhancing monitoring and knowledge management systems for land degradation neutrality assessment and agricultural production system resilience assessment and tracking related GEB Indicators</i></p> <p><u>Key products will include:</u></p> <ul style="list-style-type: none"> • Identification of challenges in data access and opportunities that can be developed under the project; explore innovation using emerging technologies (e.g. use of smart phone and apps) for input and access to data and crowd data sourcing • Opportunities for streamlining and harmonization of data generated under the project within the wider national information management systems • Assessment of information system hardware and software requirements, procurement costs for initial investment and operational recurrent costs • Recommendations on post-project operational modalities and options for cost-recovery associated with data use
Gender / social development expert	<p>The Gender expert will closely coordinate with the project team, the DEPP, and relevant stakeholders to perform/deliver the following tasks/outputs associated with Component 3: <i>Incentivizing uptake and replication of SLM and climate resilient agriculture</i></p> <p><u>Key products will include:</u></p> <ul style="list-style-type: none"> • Detailed analysis of all project Stakeholders (national and local level; governmental, non-governmental, private sector, community, etc.), and identification of stakeholder roles and responsibilities in the implementation of the project

Position / Titles	Tasks to be Performed
	<ul style="list-style-type: none"> • Assessment of potential inequalities between men and women in the agricultural sector with respect to credit access and broader socio-economic development dimensions for consideration in the design of the grant mechanism • Analysis of gender inequalities and strategy for mainstreaming gender equality and women’s empowerment into the project implementation • Draft terms of reference for gender and social development expert
Communications Expert	<p>The Communications expert will closely coordinate with the project team, the DEPP, and relevant stakeholders to perform/deliver the following tasks/outputs associated with Component 4: <i>Enhancing monitoring and knowledge management systems for land degradation neutrality assessment and agricultural production system resilience assessment and tracking related GEB Indicators</i></p> <p><u>Key products will include:</u></p> <ul style="list-style-type: none"> • Description of the project’s approach to Knowledge Management, including, if any, plans for the project to learn from other relevant projects and initiatives and plans for the project to assess, document and share lessons learned with relevant stakeholders needs and best formats for information delivery to target audiences • Assessment of current channels for information dissemination and explore new opportunities for communication • Knowledge management strategy and plan to define how all the project outputs and learning from implementation will be captured and organized • Communications Plan to craft clear messaging in increasing stakeholder awareness of the land degradation issues • Estimate of associated costs for materials development • Draft terms for education/awareness expert

Annex B: Project Preparation Implementation Schedule

Integrated Landscape Management for Addressing Land Degradation, Food Security and Climate Resilience Challenges in The Bahamas GEF-7 Project Preparation Implementation Plan																			
Activities	2021												2022						
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	
1 Assembly of the Project Development Team under DEPP																			
2 Formation of the Steering Committee or Validation group																			
3 Project development Inception Workshop																			
4 National/international consulting team carry out work, including baseline studies, proposals for project activities, etc. as detailed in their individual Terms of Reference																			
5 Obtain Co-financing Commitment Letters																			
6 Initial development of UNEP Prodoc and GEF CEO Endorsement Request (by month 6, finalize Prodoc Sections 1, 2 and 3, and the Logframe and Project Workplan)																			
7 Complete PRODOC (Sections 4-7 and all appendices) and CEO Endorsement Request																			
8 PPG Validation Workshop (project documents presented to national stakeholders)																			
9 Final revisions to project document based on validation workshop																			

**Integrated Landscape Management for Addressing Land Degradation, Food Security and Climate Resilience Challenges in The Bahamas
GEF-7 Project Preparation Implementation Plan**

Activities	2021												2022					
	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
10 Submission of all required documents (Prodoc, CEO ER, and all appendices including signed co-financing letters) to UNEP Project Review Committee																		
11 PRC Review and any required revisions by project team in response to review																		
12 Submission of project documents by UNEP to GEF Secretariat																		
13 Revisions to project documents (as necessary) in response to GEF Secretariat review																		
14 Stakeholder consultation for acceptance of final proposal																		
15 Submission of final version to GEF Secretariat																		