



VACANCY ANNOUNCEMENT

BGD/99/G31-Coastal and Wetland Biodiversity Management Project



Applications are invited from the Bangladeshi nationals for the following eight mid level positions (National Professional Project Personnel) under UNDP-GEF funded project entitled BGD/99/G31-Coastal and Wetland Biodiversity Management Project (CWBMP) at Cox's Bazar and Hakaluki Haor. The overall objective of the project is to establish and demonstrate an innovative system for management of Ecologically Critical Areas (ECAs) that will have a significant and positive impact on the long-term viability of the country's globally significant coastal and wetland biodiversity resources at Cox's Bazar and Hakaluki Haor. The Department of Environment (DOE) is implementing the project. This project is aimed at supporting DOE efforts to operationalize the ECA concept at the project sites (4 ECAs). This demonstration is intended to create important opportunities for replication in coastal and freshwater wetlands as well as other ECAs and ecosystems in the country. The positions are :

1. **Biodiversity Database Management Specialist (1 post)**
2. **Plant Biodiversity Management Specialist (2 posts)**
3. **Wildlife Biodiversity Management Specialist (2 posts)**
4. **Marine Fisheries Biodiversity Specialist (1 post)**
5. **Marine Biologist (1 post)**
6. **Freshwater Fisheries Biodiversity Specialist (1 post)**

A. General Information :

i) Tasks of NPPPs

Professional Positions at Mid Level will act as the bridge between the Biodiversity Management Expert (BME)/ National Project Coordinator (NPC) and the project team at grassroots level in the implementation of the project activities. The Mid-Level NPPPs will provide specialized support to the project under direct guidance of BME and NPC, and overall supervision of NPD, and work closely with other international experts, NPPPs and project personnel. Mid-Level NPPPs will design and develop training needs assessment, training of trainers (TOT) programme, training / workshop modules, analyze MIS data, field surveys, identify strengths and weaknesses, recommend further development of strategy and will assist in the preparation of site specific plan for ECA management. Demonstrate lead role in his/ her field of expertise to ensure implementation of ECA site management plans. They will guide and train up relevant field staff at the grassroots and will carry out the message of the project mission and vision through the field team in order to translate the project objectives into reality.
Salary : Tk. 50,000 - Tk. 60,000 (based on experience), all inclusive. Appointments would be on contract basis for initial period of 6 months probation, thereafter six months + one year contracts subject to satisfactory performance.

ii) Competency and Requirements common for all Mid-level positions:

- Excellent analytical and communication skills (written and spoken) in English and Bangla, and computer literacy is must.
- Self-motivated, initiative-driven, capable of independent charge of particular responsibilities including planning, monitoring, evaluation and reporting.
- Explore the potentialities of eco-tourism and how effectively it can be introduced with controls in the demonstration areas, with assessment of the carrying capacity.
- Suggest activities to provide incentives for effective conservation of biodiversity by local communities, to measure the rehabilitation of degraded areas using indigenous species, and to support other ECA management related activities.
- Demonstrated ability to deliver training sessions and interact with local government and diverse range of counterparts and other stakeholders.
- Adaptability to multicultural and multidisciplinary team of experts and willing to undertake intensive field works in the coastal/wetland areas of Bangladesh.

B. Position-specific Requirements:

1. Biodiversity Database Management Specialist (1 post)

Duration: 24 Person Months.
Duty Station: PMU - Dhaka

Terms of Reference : In addition to General Tasks the Biodiversity Database Management Specialist will be responsible for establishing database biodiversity management system including GIS, information technology and work with the following tasks:

- * Install, develop and maintain the project's electronic data base information system, networking, GIS for project monitoring and evaluation purposes; explore and retrieve data from community surveys, ward, local and central levels.
- * Develop continuous refining and up-dating of data base of information relevant for all aspects of biodiversity management, and establishing collaborative relationships with other agencies (GOB, NGO and UNDP) to ensure the maximum sharing of information and references.
- * Provide assistance in the development of community maps for community analytical purposes and preparation of other mapping requirements of the project for monitoring and reporting purposes.
- * Liaise with GOB and UNDP information systems and assist in further development of required geographic information and database application software development.
- * Assess training needs and train up the project team in order to facilitate computerized analysis of survey results and data processing for the biodiversity management related activities undertaken by the project or third parties.
- * Assess the hardware and software requirements and specification of the project.
- * Set up remote access telecommunication systems and Website hosting; provide technical input on project matters as required for partners of the project; perform any other duties assigned by the NPD.
- * Carry out other project support work assigned by the NPD/BME/NPC.

Minimum Qualifications and Experience for BDMS :

- * Advanced University degree in Computer Science and Engineering/Electrical and Electronics Engineering or Post Graduate in Statistics/Applied Physics with computer degrees.
- * 7-10 years professional experience of which at least 5 years in installation and operation of MIS and GIS in Windows NT network environment.
- * Proven experience in designing and maintaining project's database application, trouble-shooting networks, including setting up remote access via telecommunication link.
- * Demonstrated ability to deliver training sessions and interact with users to work effectively with government officials and diverse range of counterparts and stakeholders.
- * Excellent analytical and communication skills (written and spoken) in English and Bangla.
- * Microsoft Certified Professional with higher level professional track record is an advantage.

2. Plant Biodiversity Management Specialist (2 Posts)

Duration: 24 person months each.
Duty Station: Cox's Bazar or Kulaura

Terms of Reference : In addition to General Tasks, the Plant Biodiversity Management Specialist will assess the status and needs of ECA-site plant biodiversity, and incorporate these in the related issues of ECA biodiversity management and be responsible for the following:

- * Investigate current status of the general plantation of project areas and conduct scientific literature surveys, grey literature searches, organizational interviews, and field surveys to assess the diversity of flora in the project sites; rare and endangered species, globally significant species, unique ecological characteristics;
- * Develop an inventory of all major plants including medicinal plants, marine algae and microbial life of the above mentioned demonstration area;
- * Formulate strategies to expand and encourage the sustainable use of products and services from the biodiversity resources for local benefits and ECA management purposes.
- * Assess the level of threat to the biodiversity resources of the area based on studies on biological richness, threat and use patterns at genetic, species and ecosystem levels.
- * Provide inputs for the preparation of background papers/technical feasibility studies to develop training program for grassroot level officers, local communities, facilitators and biodiversity teams.
- * Carry out other project support work assigned by the NPD/BME/NPC.

Minimum Qualifications and Experience for PBMS :

- * Advanced University degree in Botany/Forestry or closely related disciplines, M.Sc., preferably Ph. D.
- * 10 years professional experience of which 5 years in similar project implementation for plant biodiversity conservation / environmental issues for sustainable development in coastal zone & wetland biodiversity management.

3. Wildlife Biodiversity Management Specialist (2 Posts)

Duration: 24 person months each.
Station: Cox's Bazar or Kulaura

Terms of Reference : In addition of General Tasks, Wildlife Biodiversity Management Specialist will assess the status and needs of the ECA-site wildlife biodiversity, and incorporate these in the related issues of ECA biodiversity management, and be responsible for the following:

- * Assess qualitative and quantitative resources, the environmental impact of development interventions on habitats of wildlife and the identification of critical wildlife habitats of coastal and wetland areas.
- * Suggest, on the basis of collected data and the synthesized information obtained through people's participation, strategies for

the development of in-situ conservation programs, taking into consideration other sectoral needs and activities, in the demonstration areas.

- * Conduct rapid surveys in the project area to characterize the wildlife resources to perform any type ECA management activities.
- * Formulate strategies to expand and encourage the sustainable use of products and services from the biodiversity resources for local benefits and ECA management purposes.
- * Assess the level of threat to the biodiversity resources of the area based studies on biological richness, threats and use patterns at genetic, species and ecosystem levels.
- * Identify the factors impacting wildlife species and their habitats; list the endangered and threatened species and the relevant causes, and suggest solutions for conservation.
- * Develop wildlife resources profile of project site based on primary and secondary data and suggest coastal/wetland zoning in support of wildlife resources.
- * Carry out other project support work assigned by the NPD/BME/NPC.

Minimum Qualifications and Experience for WBMS :

- * Advanced University degree in Wildlife Ecology / Zoological Sciences (specialization in wildlife), minimum M.Sc., preferably Ph. D.
- * 10 years professional experience, of which 5 years in similar project implementation for wildlife/biodiversity conservation/environmental issues for sustainable development in coastal zone & wetland biodiversity management.

4. Marine Fisheries Biodiversity Specialist (1 position)

Duration: 24 person months.
Station: Cox's Bazar and Teknaf

Terms of Reference : In addition to General Tasks, the Marine Fisheries Biodiversity Specialist will assess the status and needs of ECA-site coastal & marine fisheries biodiversity, and incorporate these in the related issues of ECA biodiversity management and be responsible for the following:

- * Assess qualitative and quantitative resources and the environmental impact of development interventions on habitats of marine fisheries and identify critical fish habitats in and around project sites.
- * Conduct rapid surveys in the project area to characterize fishery resources in the project area in support of other ECA management activities.
- * Suggest on the basis of collected data and the synthesized information obtained through people's participation, strategies for the development of in-situ conservation programs in the demonstration areas, taking into consideration other sectoral needs and activities.
- * Formulate strategies to expand and encourage the sustainable use of marine fishery biodiversity resources for local benefits and ECA management purposes.
- * Develop marine fishery resources profile in the project area based on primary and secondary data.
- * Identify the factors impacting fish species and their habitats in community and list the endangered and threatened species and relevant causes, and suggest solutions for conservation.
- * Assess the trends in fishery communities and develop marine fisheries profile; Propose marine water-use zoning for fish resource use.
- * Carry out other project support work assigned by the NPD/BME/NPC.

Minimum Qualifications and Experience for MFBS :

- * Advanced University degree in Marine Biology/Marine Fisheries, M.Sc., preferably Ph. D.
- * 10 years professional experience of which 5 years in similar project implementation for Marine Fisheries biodiversity conservation/environmental issues for sustainable development in coastal marine & wetland biodiversity management.

5. Marine Biologist (1 post)

Duration: 12 Person months.
Station: Teknaf/ St. Martins

Terms of Reference : In addition to General Tasks, the Marine Biologist will assess the status and needs of ECA-site marine biodiversity, and incorporate these in the related issues of ECA biodiversity management and be responsible for the following:

- * Assess qualitative and quantitative resources and the environmental impact of development interventions on habitats of marine life and identify critical marine habitats.
- * Suggest on the basis of collected data and the synthesized information obtained through people's participation, strategies for the development of in-situ conservation programs in the demonstration areas, taking into consideration other sectoral needs and activities.
- * Formulate strategies to expand and encourage the sustainable use of products and services from the biodiversity resources for local benefits and ECA management purposes
- * Identify the factors impacting marine species and their habitats and list the endangered and threatened species and the relevant causes and suggest solutions for conservation.
- * Conduct rapid surveys in the project area to characterize the marine resources in the project area in support of the ECA management activities.
- * Assess the trends in marine and coastal communities and develop marine resources profile.
- * Propose coastal area land use zoning for marine biological resources in the context shrimp farming and salinity intrusion and any other jobs assigned by the NPD or project team.
- * Carry out other project support work assigned by the NPD/BME/NPC.

Minimum Qualifications and Experience for MB :

- * Advanced University degree in Marine Biology/Marine Ecology/Marine Fisheries, M.Sc., preferably Ph.D.
- * 10 years professional experience of which 5 years in similar project implementation for marine biodiversity conservation/environmental issues for sustainable development in coastal marine & wetland biodiversity management.

6. Freshwater Fisheries Biodiversity Specialist (1 post)

Duration: 24 person months
Station: Kulaura

Terms of Reference : In addition to General Tasks, the Freshwater Fisheries Biodiversity Specialist will assess the status and needs of ECA-site freshwater fisheries and biodiversity, and incorporate these in the related issues of ECA biodiversity management and be responsible for the following:

- * Assess qualitative and quantitative resources and the environmental impact of development interventions on habitats of freshwater fisheries and identify critical fish habitats of the project sites.
- * Suggest on the basis of collected data and the synthesized information obtained through people's participation, strategies for the development of in-situ conservation programs in the demonstration areas, taking into consideration other sectoral needs and activities.
- * Formulate strategies to expand and encourage the sustainable use of freshwater fishery biodiversity resources for local benefits and ECA management purposes.
- * Conduct rapid surveys in the project area to characterize the fisheries resources in the project area in support of the ECA management activities.
- * Identify the factors impacting fish species and their habitats and list the endangered and threatened species and relevant causes, and suggest solutions for conservation.
- * Develop freshwater fisheries resources profile in the project area based on primary and secondary data.
- * Propose wetland area land-use zoning for freshwater fisheries resources.
- * Carry out other project support work assigned by the NPD/BME/NPC.

Minimum Qualifications and Experience for FFBS :

- * Advanced University degree in Freshwater Fisheries/ Fisheries/ Freshwater Ecology, M.Sc., preferably Ph.D.
- * 10 years professional experience of which 5 years in similar project implementation for freshwater fisheries biodiversity conservation/environmental issues for sustainable development in coastal & wetland biodiversity management.

Submission of Application :

Applications should be submitted in English and should include Curriculum Vitae to be addressed either to:

BGD/99/G31-CWBMP
C/o - UNDP
14th Floor (UN Common Reception)
IDB Bhaban, Agargaon, Dhaka-1207

Or

BGD/99/G31-CWBMP
C/o - Human Resource Section
UNDP, GPO BOX 224
Dhaka-1000

Closing date : 3 October, 2004.

Please mention the Post and Duty Station applied for on the top of the envelope. Incomplete applications will not be considered. Only short listed candidates will be contacted. Women are especially encouraged to apply.

Any attempt to influence the process of selection will result in cancellation of the application.