

## UNDP-GEF/MNP

### “Conservation and sustainable use of globally significant biological diversity in Hazar Nature Reserve on the Caspian Sea Coast”

Local expert on ornithology

#### Terms of Reference

##### **Entitled:**

Assist in the increase of scientific capacity in ornithology and contribute to the increase management capacity of bird resource management in the Hazar Reserve

##### **Background on Project:**

The project is to strengthen Turkmenistan’s National System of Protected Areas by demonstrating effective protected area management and biodiversity conservation in Turkmenistan’s Hazar Nature Reserve (HR) on the Caspian Sea coast. Two of the world’s major flyways converge on Turkmenistan’s Caspian coastal region. This fact makes the coastal wetlands of HR especially important for migratory birds. The area also includes important wintering areas for the Caspian sturgeon and some of the most important habitats for the Caspian seal, the only Caspian endemic species.

The conservation and sustainable use of such a wide range of biological diversity requires more integrated approaches to conservation and coastal resource management in Turkmenistan. This project is designed to provide the tools, the expertise, and the arena for stakeholders to adopt these new practices in ways that are appropriate for Turkmenistan and that strengthen Turkmenistan’s National System of Protected Areas. In so doing, the project will generate substantial global environmental and national sustainable development benefits.

##### **Purpose of Work:**

The purpose of the assignment is to assist the Hazar Reserve (HR) specialists in strengthening its scientific and technical capacity in ornithology in order to assist the effective management of the biological resources of the Reserve.

##### **Specific tasks**

More specifically, the assignment entails:

- 1) Identification of the scientific and management priorities of the HR in the field of ornithology. The priorities should be responsive to the present global, regional, national and local priorities. The relevant documents should be prepared as a result of this activity.
- 2) Contribute to the development of the management plan of the HR, specifically to the preparation of a scientific part of it. This task includes the assistance to the team of experts (or consulting company) in organizing the work related to the preparation and implementation of the management plan in issues related to the ornithology, including participation in meetings, drafting and revising priorities etc.

- 3) Jointly with the project staff, preparation and conduction of the bird surveys. It includes liaison, at the local level, with relevant authorities in organizational matters, building team of specialists of the reserve and outside experts, participating in preparation of the survey plan. During the survey, she/he should take a leading role in the team, provide the related training on practical skills in the course of survey to the HR staff, be responsible for data gathering and processing.
- 4) Jointly with leading specialists and experts of Turkmenistan and Caspian region, she/he should take an active part in the establishment of regional mechanisms for monitoring of migratory bird species. The publication of at least one publication per year, related to the migratory pattern and bird population, is expected in collaboration with other specialists. At the request, she/he should present the situation with the ornithology in the Caspian region in scientific forums, seminars and other events at the regional, national and local level and share gained knowledge from those events with the HR staff.
- 5) Assist the HR ornithology specialists in preparation of scientific reports and publications, including those related to the project.
- 6) Take an active participation in the strengthening the human resource capacity of HR , including participation in a selection of the new staff, an active involvement in the internship program(s).
- 7) Consult the project team and specialists of the HR on the various practical issues related to the ornithology.
- 8) Participate in and consult training team in elaboration of the training materials for its training component.
- 9) Participation in other activities of the Scientific department of the HR and assistance in strengthening its capacity in other scientific fields as identified by the Project Manager.
- 10) Preparation of and submission of the reports on a monthly basis with detailed description of performed activities and achieved results.
- 11) Undertaking other tasks as requested by the Project Manager.
- 12) Developing and carrying out the relevant trainings with schoolchildren and Biology teachers in Turkmenbashi town in cooperation with the Project Educational Programme Specialist.

### **Reporting**

The expert will report to the Project Manager, and in the case of the absence of the Manager, she/he reports to the Project Administrator.

The expert will closely work with the Ministry of Nature Protection, Hazar Reserve specialists and the ornithologists of the National Institute of Deserts, Flora and Fauna.

### **Time-frame of Work and travel:**

The assignment will be undertaken from June 1, 2010 to December 31, 2010. The position is a part time, requiring about 15-20 hrs of work per week.

The position is to be based in Turkmenbashi, in the office of the Hazar State Reserve. The position requires regular traveling to the capital and other places in the country to participate in meetings and the project activities. The mission report must be prepared after each trip.

**Payment Milestones:**

The payment will be provided based on the set rates for the expert position at UNDP “Salary Scales for 2009: Permanent jobs and services” and on the relevant experience and education level of the expert.

The payment will be provided based on the monthly reports and upon approval of these reports by the Project Manager. The position is expected to contribute to the quarterly and other reports on activities related to their field of the competence within the project activities.

**Qualifications/Requirements:**

- PhD or, at least, candidate of science in ornithology, biology or related field.
- At least five years of working experience in ornithology, biology or other related field, preferably on the Caspian coast.
- Practical up-to-date experience in conduction of the bird aerial and ground surveys, capacity to collect and to process data related to the bird species.
- Strong academic record of scientific publications.
- Knowledge of and experience in working within the protected area system of Turkmenistan, preferably in the Hazar Reserve.
- Ability to work with children and the youth, teaching capabilities.
- Good presentational skills.
- Ability to work in team, leadership capabilities.
- Permanent residence in Turkmenbashi town is preferred.
- Good knowledge of Russian and/or Turkmen, working knowledge of English (writing and reading is preferred).