



TERMS OF REFERENCE

TRAINING OF TRAINERS COURSE ON THE FLYWAY APPROACH TO THE CONSERVATION AND WISE USE OF WATERBIRDS AND WETLANDS

MAURITIUS, 6 – 10 FEBRUARY 2023

BACKGROUND

Objective 5 of the AEWA Plan of Action for Africa 2019-2027 calls for the delivery of training courses to strengthen skills and competences for a network of experts in Africa, especially using existing training tools. The [Flyway Training Kit \(FTK\)](#) developed under the UNEP/GEF African-Eurasian Wings Over Wetlands (WOW) Flyway Project is a unique training resource which helps provide knowledge and information on the main issues relating to the flyway approach for the conservation, management and sustainable use of migratory waterbirds and wetlands, along with practical resources to support the design and delivery of training on these for various stakeholders.

In the framework of the AEWA African Initiative, the WOW FTK has been used deliver training courses at regional level using the Training of Trainers (ToT) approach, with the aim to promote systematic and coordinated use of this training tool. A ToT course on flyway conservation targeting Indian Ocean Small Island Developing States (SIDS) in Africa was considered necessary due to the unique conservation challenges faced by the SIDS as well as their vulnerability to the increasing threats and challenges posed by climate change to conservation of migratory species and their habitats.

For the delivery of the AEWA SIDS ToT course on flyway conservation, the WOW FTK will be used as the principal training tool, along with other existing complementary training tools such as the training kit for waterbird identification and counting developed by the French Biodiversity Agency (OFB) and guidelines for the International Waterbird Census and the BirdLife International framework for monitoring Important Bird and Biodiversity Areas. The SIDS ToT course will also address, as applicable, issues relating to the conservation of other migratory marine species covered under other relevant instruments of the Convention on the Conservation of Migratory Species of Wild Animals (CMS). A combination of different approaches and methods will be used to deliver the ToT course, including tutorials, group sessions, case studies, practical exercises, and field excursions.

The AEWA ToT course on flyway conservation is schedule for **6-10 February 2023 in Mauritius**. It is organized by the UNEP/AEWA Secretariat in collaboration with the Mauritius National Parks and Conservation Service, the CMS and Ramsar Secretariats and the Wadden Sea Flyway Initiative (WSFI) and kindly hosted by the Government of Mauritius. It targets technical experts from the SIDS/Island groups of the Indian Ocean, particularly persons involved in training or awareness-raising in the field of nature conservation. It aims to enhance their knowledge and understanding of flyway conservation as well as ensure a sustained training approach by better equipping them with skills for the design and delivery of similar training courses at the national level. To further sustain the impact of the knowledge and skills gained during the regional ToT course, it is imperative to ensure that trained experts design and deliver national training courses within a reasonable time following their participation at the regional ToT course. Such national courses must be adapted to the national context and address priority issues, training needs and target audiences at the national level. To this effect, selected participants from each of the eligible SIDS will be expected to jointly develop a brief project proposal for the organization and delivery of a national training course, using the application form to be provided by the UNEP/AEWA Secretariat. These project proposals will be further elaborated during the ToT course and there will be the possibility to benefit from a micro seed grant from the UNEP/AEWA Secretariat to support delivery of some proposed national training courses. Such national project proposals will also constitute the basis for future fund-raising from other donors.

This ToT course is made possible thanks to the generous financial and in-kind contributions from the Government of Mauritius and the European Commission's Global Public Goods and Challenges (GPGC) Thematic Programme Strategic Cooperation Agreement (SCA) with the United Nations Environment Programme (UNEP).

TERMS OF REFERENCE FOR PARTICIPANTS

Affiliation: This workshop targets technical/professional staff or affiliates in the fields of nature conservation and management, from both governmental and non-governmental organizations and who are particularly engaged in the design and delivery of activities related to training/ teaching / pedagogy or awareness-raising. In particular, target candidates can be:

- Personnel involved in training, teaching, or awareness-raising and working with relevant government agencies, especially those responsible for the implementation of AEWA, Ramsar, CMS, etc. (e.g., Environmental/Wildlife Departments), training institutions (e.g., wildlife/wetlands), site management authorities, universities and research institutions, non-governmental organizations, or relevant conservation projects/programmes,
- Individuals affiliated or professionally linked to the above relevant institutions or organizations.

Academic qualification: Candidates should ideally have a university degree or other equivalent recognized professional degree in the field of Biology, Environmental Sciences, Ecology, Natural Resources Management, Ornithology, Wildlife Conservation and Management, Pedagogy, or other relevant fields.

Experience: Candidates should have a minimum of two years of work experience in nature/environmental conservation or awareness-raising/pedagogy/capacity building in the area of nature/environmental conservation and ideally involving waterbird and wetlands issues. Suitable professional experience could relate to involvement in:

- Teaching in relevant higher education institutions,
- Design and delivery of training courses or educational programmes in environmental/nature conservation,
- Awareness-raising / sensitisation initiatives or extension programmes related to environmental conservation,
- Conservation and management of wetlands, protected areas and other habitat areas,
- Conservation and management of wildlife, including waterbirds,
- Research or monitoring relating to wildlife (including waterbirds) and wetlands,
- Experience in fundraising will be considered as an added advantage.

Language: Full understanding of and fluency in written and spoken English and/or French is required, given that the training course will be delivered in both English and French.

Sustainability of the training: To effectively benefit from and contribute to this training, candidates should have the capacity and institutional backing to plan and organize subsequent trainings at the local/national/regional level on a sustainable basis.

APPLICATION PROCEDURE

For the pre-selection phase, all candidates should complete their application using the format provided in Annex 1, and forward it to the AEWA National Focal Point in their country (or the AEWA Contact Person in the case of non-Party States), with a copy to the UNEP/AEWA Secretariat: evelyn.moloko@un.org and birgit.drerup@un.org).

The names and contact details for AEWA National Focal Points in Contracting Parties can be found here: <https://www.unep-aewa.org/en/page/contacts>. For Non-Party AEWA Ranges States, please approach the UNEP/AEWA Secretariat for information on the AEWA Contact Persons. All pre-selected candidates **must** be endorsed by the AEWA National Focal Point/Contact Person in the respective country.

Eligible Island States/Groups: Comoros, Madagascar, Mauritius (including Rodrigues Island) and Seychelles, as well as Mayotte, Réunion and the Scattered islands of the Indian Ocean (France).

SELECTION PROCEDURE

Participants for the ToT workshop will be identified through a two-phase selection process consisting of:

- **A pre-selection phase:** This will involve the pre-selection of a maximum of four potential candidates from each of the eligible States, ensuring the inclusion of at least one candidate from a non-governmental institution/organization and/or from the education/training sector, while ensuring adequate gender balance among the pre-selected candidates. This process will be led by the AEWA National Focal Points or Contact Persons in the given SIDS, in collaboration with the AEWA Technical Focal Point, AEWA Focal Point for Communication, Education and Public Awareness (CEPA) and relevant CMS MoU Contact Persons and Ramsar National Focal Points, where applicable. The AEWA National Focal Point will forward the names, contact details and summary of all pre-selected candidate to the UNEP/AEWA Secretariat by latest **18 November 2022**,
- **A final selection phase:** This will entail the confirmation of two participants from each of the eligible African Indian Ocean SIDS, whose participation at the ToT course will be sponsored by the AEWA Secretariat. This process will be led by the UNEP/AEWA Secretariat in close collaboration with the recruited ToT course trainer(s), the African Unit of the Ramsar Secretariat, CMS Secretariat staff for applicable CMS Instruments and other relevant international partner organizations involved in waterbird conservation in the African region. Candidates confirmed for the training course will be directly contacted by the UNEP/AEWA Secretariat and provided with further information in preparation for the training workshop.

For further inquiries on the ToT workshop, contact the UNEP/AEWA Secretariat (evelyn.moloko@un.org and birgit.drerup@un.org)