



INDIVIDUAL CONSULTANT PROCUREMENT NOTICE

Date: 16 January 2026

Country: Kyrgyzstan

Description of the assignment: Project Manager

Project title: Integrated Community-based Management of High Value Mountain Ecosystems in Southern Kyrgyzstan for Multiple Benefits

Project ID: 10962

Period of assignment/services (if applicable): through 31 December 2026

Instructions: Proposals should be submitted by email to procurement@snowleopard.org no later than 10 February 2026. Any request for clarification must be sent in writing or by standard electronic communication to the email listed above.

BACKGROUND

Through funding from the Global Environment Facility (“**GEF**”) and the UNDP TRAC funds, and as implemented by the Kyrgyz Republic’s Ministry of Natural Resources, Ecology and Technical Supervision (“**MNRETS**”) with assistance from UNDP, the objective of the project is to secure high value mountain ecosystem biodiversity and associated ecosystem services, while ensuring resilient and sustainable livelihoods in Kyrgyzstan’s Pamir-Alai landscape. The project addresses key threats to sustainable land management and biodiversity conservation in mountain forest and pasture ecosystems, including Key Biodiversity Areas (“**KBAs**”). It will deliver global environmental benefits through a participatory approach, promoting equitable participation opportunities for women, youth, and vulnerable groups. The project aligns with the Land Degradation Neutrality (“**LDN**”) conceptual framework, applying the avoid-reduce-reverse principle. Strengthening Protected Area (“**PA**”) management and improving spatial land use planning embody the "avoid" principle, while enhanced forest and pasture management reflects the "reduce" principle.

Expected outcomes include improved management and biodiversity conservation within six KBAs covering 866,000 hectares. The project will contribute to establishing four new national-level protected areas (PAs) covering 281,083.79 hectares and support improved management effectiveness of five existing PAs covering 153,250 hectares. Additionally, it will improve the management of 563,949 hectares of high conservation value forest (HCVF) lands, including 500 hectares of degraded forest, and 621,905 hectares of pastures, including 19,500 hectares of degraded pastures. These efforts are expected to benefit 94,883 people while enhancing the conservation status of globally significant biodiversity and supporting Kyrgyzstan's progress toward LDN.

The project comprises four components:

- Component 1: Integrated Landscape Planning and Management for Sustainable and Resilient Livelihoods in the Pamir-Alai and LDN. This component focuses on ensuring ecosystem services and sustainable livelihoods in the Pamir-Alai landscape through improved land use planning and management.
- Component 2: Strengthening Key Biodiversity Areas. This component aims to secure the sustainability of critical Pamir-Alai Mountain ecosystems.
- Component 3: Knowledge Management and International Engagement. This component emphasizes enhanced cooperation and knowledge sharing, supporting Land Degradation Neutrality (LDN), and building the conservation community of practice nationally and regionally.
- Component 4: Project-Level Monitoring and Evaluation. This component ensures project activities are monitored and evaluated in accordance with UNDP and GEF requirements.

Under this project framework, SLT is responsible for certain project outputs:

- Output 1.1 Landscape-level integrated land use management approaches for Pamir-Alai landscape designed and under implementation
- Output 1.4 SFM and LDN-focused enabling environment through amendment of local rules and regulations on forestry and land use
- Output 2.4 Community-based conservation mechanisms established and implemented, including wildlife monitoring, enforcement and awareness raising
- Output 3.1 Modules on biodiversity conservation and integrated land management for LDN integrated in publicity, vocational training, and higher education systems
- Output 3.2 International coordination and information sharing, including support for future development of transboundary biodiversity conservation in Pamir-Alai

2. SCOPE OF WORK, RESPONSIBILITIES, AND DESCRIPTION OF THE PROPOSED WORK

Under the direction of, and in collaboration with the Director of Global Partnerships, The International Snow Leopard Trust (SLT) and reporting to SLT Finance, Administration & Compliance Director, the Project Manager is responsible for planning, coordinating and managing conservation activities in Kyrgyzstan. The successful candidate will be highly organized, analytical, detail-oriented, able to juggle multiple priorities, and work both independently and as a member of a team. This is an independent contractor position, meaning the selected candidate for this position will not be an employee of SLT. This consultancy will expire at the end of 2026 with opportunity for annual renewal through 31 December 2028 dependent on performance, ongoing need, and availability of funding.

The scope of work includes, but is not limited to:

- **Supervisory Responsibilities**
 - Project Assistant
 - Project Consultants and Experts as assigned
- **Project Implementation**
 - Oversee and coordinate activities that SLT is responsible for, ensuring alignment with the project's integrated landscape management framework.
 - Coordinate work related to the development and execution of sustainable pasture and forest management plans, particularly for areas with high conservation value (HCV).
 - Coordinate work related to the establishment and implementation of community-based conservation mechanisms, including ecotourism and public-private partnerships.
 - Coordinate with the team to ensure that all planned work is progressing according to agreed-upon timelines and project deliverables.
 - Coordinate communication with government bodies and UNDP for approval of activity implementation and collaboration to ensure project deliverables stay on track.
- **Stakeholder Engagement**
 - Coordinate with SLT's local and international partners to support effective implementation of their assigned project activities and deliverables.
 - Facilitate multi-stakeholder consultations, ensuring the inclusion of local communities, particularly women and youth.
 - Coordinate with government bodies, local pasture committees, forest management units, and other stakeholders to promote sustainable resource use.
 - Coordinate organization of national and international meetings, workshops and conferences to deliver on project goals.
- **Capacity Building and Knowledge Sharing**
 - Organize training programs and workshops to strengthen local capacities in sustainable land management and biodiversity conservation.
 - Coordinate development of the courses and course materials.
 - Support knowledge dissemination and best practices across project stakeholders.
- **Monitoring and Evaluation**
 - Develop and maintain systems for monitoring project activities, ensuring compliance with Land Degradation Neutrality (LDN) principles and gender-sensitive approaches.

- Track progress toward project outcomes, such as restored pasturelands, improved livelihoods, and enhanced biodiversity conservation.
- **Reporting and Compliance**
 - Prepare monthly progress reports and submit them to project leadership and donors as required.
 - Prepare quarterly and annual reporting for project partners and stakeholders.
 - Manage expenditures and project budget for specific approved distribution of funding.
 - Ensure compliance with environmental and social safeguards, including grievance redress mechanisms.
 - Plan, manage and track eligible project expenses in coordination with SLT's Contracts Manager, Grants Manager, Conservation Scientists and Finance Director.

For more detailed information, please refer to Annex 1

3. REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS

I. Academic Qualifications:

- Bachelor's degree or its international equivalent in Organizational Administration and/or International Development and/or Public/Business Administration and/or Environmental Conservation and/or Natural Resource Management and/or Social Sciences and/or Agriculture/Rural Development or other relevant field. Master's degree preferred.

II. Years of experience:

- At least 4 years in international development and/or donor-funded or internationally supported projects.
- At least 4 years' experience working with developing projects in NRM and/or Biodiversity conservation and/or Land Degradation and/or Sustainable Livelihoods and/or Community development, etc. related fields.
- Direct experience in the project area and familiarity with principles of community-based conservation.
- At least 2 years' experience managing a team supporting a project and/or project management with demonstrated responsibility of overseeing and leading project work.

III. Competencies:

- Strong interpersonal & communication skills; commitment to teamwork & work across disciplines.
- Understanding of the general principles of project design, including logical framework, outputs, initiatives, indicators, and related reporting obligations.
- Excellent writing, presentation, and communication skills, both oral and written in English, Kyrgyz and Russian

4. DOCUMENTS TO BE INCLUDED WHEN SUBMITTING PROPOSAL/APPLICATION:

Interested individual consultants must submit the following information to demonstrate their qualifications:

1. Proposal (written in English, in the form of a cover letter addressed to SLT) including:
 - (i) Explanation of Consultant's relevant qualifications and skills.
 - (ii) Explanation on how Consultant will approach and conduct the work.
 - (iii) Desired payment within the range of the Payment Terms (see Annex 1, Terms of Reference)

2. Personal CV including experience in similar projects
3. Up-to-date active Private Entrepreneurship license compliant with the ESF system in the Kyrgyz Republic
4. List of 2 professional references

ANNEX 1

ANNEX 1- TERMS OF REFERENCES (TOR)

Project Manager, GEF-UNDP Project:

SCOPE OF WORK

The Project Manager “Consultant” will manage the implementation of the following activities and deliverables:

<u>Activities</u>	<u>Deliverables/ Outputs</u>	<u>Percentage of Time</u>
Activity 1: Develop complete and comprehensive understanding of the SLT’s responsibilities under the UNDP-GEF Pamir Alay project	Develop program management framework for effective planning, administration, and reporting of project activities and deliverables	15%
Activity 2: Coordinate implementation of project activities and deliverables as assigned by Supervisor	Report of completed activities and deliverables	35%
Activity 3: Coordinate and manage the work of the Project Assistant and all project Consultants and Experts pursuant to the completion of Activity 2.	Project Assistant and Project Consultants effective contribution to project activities and deliverables	20%
Activity 4: Develop and maintain relationships with stakeholders outside of the SLT-network relevant to project deliverables and outputs.	Effective contribution by out-of-network stakeholders toward project activities and deliverables	10%
Activity 5: Coordinate and facilitate SLT’s cooperation with project partners, especially the Snow Leopard Foundation - Kyrgyzstan, Stanford University and University of St. Andrews.	Effective completion of joint initiatives between SLT and project partners	10%
Activity 6: Provide regular reports of project updates to the SLT, UNDP and MNRETS. Attend monthly or as needed meetings to collaborate with UNDP and MNRETS.	Monthly progress reports	10%

REPORTING REQUIREMENTS

The Consultant will report to the Finance, Administration & Compliance Director and collaborate with the Director of Global Partnerships on a regular basis who will support the direction and approach to project management for SLT. The Consultant will provide email and oral status reports on a regular, weekly basis to SLT to verify progress and/or completion of deliverables. The Consultant will complete a monthly report which will be used to verify satisfactory progress to approve payment under the project for work completed monthly. The Consultant will also work with the SLT Grants Manager and SLT Contracts Manager to support any assigned deliverables including the management of a procurement plan, workplan, implementation schedule and all project reporting.



TERM & TERMINATION

The term of engagement under this contract shall be effective upon the date of signature by Consultant and SLT of the Contract & Terms of Reference generated after the parties mutually consent to the proposal submitted by Consultant and will continue until 31 December 2026 with option to renew on an annual basis by mutual approval of both parties. Either party may terminate this contract with or without cause upon giving thirty (30) days prior written notice to the other party. Termination or expiration of this contract shall not affect any rights or obligations which have accrued prior thereto or in connection therewith.

The contract for this consultancy will be for 12 months and will be eligible for renewal for annual extension in December 2026 based on positive performance, availability of funds, continuation of the project and by mutual agreement between SLT, UNDP and Consultant.

PAYMENT TERMS

Payment for this position will be issued monthly upon verification and approval of completion of work and deliverables (made eligible through the completion of a monthly report to SLT) and SLT's receipt of invoice for the services, including an electronic invoice issued by the State Tax Service of the Kyrgyz Republic. The monthly payment amount will be no less than USD \$2400.00 and no more than USD \$2700.00, depending on the successful applicant's experience and qualifications. Monthly installments will be payable to Consultant via wire transfer through SLT's contractor payment system based on the wire instructions provided by Consultant to SLT. The payment currency is United States Dollars (USD\$). All income or other taxes or fees levied on payments to the Contractor under this contract are the sole responsibility of the Contractor.

TRAVEL

Periodic domestic travel will be needed, including to field sites, to complete the deliverables listed in this document and will be undertaken within the consultancy amount provided. Travel and accommodation related expenses requiring reimbursement need prior approval from SLT and must adhere to SLT's travel policies. All international travel requires written approval from UNDP and SLT.

INDIVIDUAL CONTRACTOR

The Consultant's employment status is that of an individual contractor. Consultant shall not be deemed an employee, agent, partner or joint venture of SLT for any purpose whatsoever, and Consultant shall have no authority to bind or act on behalf of SLT. Consultant will not be able to participate in any employee benefit plan or program of SLT. Consultant shall be responsible for and agrees to comply with all obligations under all local and relevant tax laws for payment of income, proper registrations and, if applicable, self-employment tax or the equivalent statutory requirements for Consultant's location.