



INDIVIDUAL CONSULTANT PROCUREMENT NOTICE

Date: July 29, 2026



Country: Kyrgyzstan

Description of the assignment: Climate Change Analyst

Period of assignment/services (if applicable): through February 28, 2027

Proposals should be submitted by email to procurement@snowleopard.org no later than August 16, 2026. Any request for clarification must be sent in writing or by standard electronic communication to the email listed above.

1. BACKGROUND

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 specific 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 supervision of, and in collaboration with, the SLT Project Manager, the Climate Change Analyst is responsible for reviewing, contextualizing and truthing existing climate data and projections for the Pamir-Alai landscape to support practical ecosystem management and land-use planning. The Analyst will work on translating existing climate assessments into field level insights, ensuring that climate projections are verified against local observations to support the project's Integrated Ecological Framework and inform recommendations for MNRETS and the 10 district administrations.

This is an independent contractor position, meaning the selected candidate will not be an employee of SLT. This consultancy will expire on February 28, 2027 with opportunity for renewal dependent on performance, ongoing need, and availability of funding.

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

Climate Data Review & Validation

- Verify and validate existing historical climate data (temperature, precipitation, extreme events) for the Pamir-Alai landscape to identify key trends relevant to local ecosystem health.
- Verify and validate existing climate projections under multiple SSP scenarios for short-, medium-, and long-term horizons by cross-referencing with Kyrgyzhydromet data and providing an expert assessment of reliability

- Verify and validate existing GIS maps of high-risk zones and climate-resilient conservation zones; identification and mapping of any additional zones where data gaps exist

Additional Climate Products

- Provide an assessment of extreme climate events and related indicators for the Pamir-Alai landscape based on national climate data, including: frequency of droughts; duration and seasonal shift of the vegetation period; coldest and warmest days; and other extreme climate indicators.

Coordination with SPARC Specialist

- Maintaining regular coordination with the SPARC specialist, including sharing verified climate datasets, participating in joint technical review meetings at key analytical stages, and building familiarity with the SPARC methodology in the course of the work. Provide support for project-level ecological planning, ensuring field-level realities are incorporated into the project's strategic outputs.

For more detailed information, please refer to Annex 1.

3. REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS

I. Academic Qualifications:

- Specialist degree or its international equivalent in Climatology, Meteorology, Physical Geography, Environmental Science, or a related field
- Master's degree or Doctoral degree preferred

II. Years of Experience:

- At least 3 years of professional experience in climate data analysis, climate modelling, or climate risk assessment
- Demonstrated experience working with global and regional climate datasets and SSP climate scenarios
- Experience in GIS-based spatial analysis and thematic mapping of climate variables
- Prior experience working in Kyrgyzstan or Central Asia, knowledge of the Pamir-Alai region is a strong advantage
- Experience working with government agencies and contributing to stakeholder workshops in the context of climate or environmental projects
- Experience with UNDP or other international donor administrative procedures is an advantage

III. Competencies:

- Knowledge of climate data analysis tools and methods for assessing climate trends and projections at the regional level
- Proficiency in GIS software (ArcGIS, QGIS, or equivalent) for spatial analysis and mapping of climate data
- Strong analytical and technical report-writing skills in Russian; knowledge of English is an advantage
- Ability to translate complex climate science findings into practical recommendations for non-specialist audiences including government staff and local communities



- Strong organizational skills and attention to detail, with ability to manage multiple deliverables under tight deadlines
- Ability to work collaboratively with interdisciplinary project teams

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 experience with examples of previous relevant work (climate reports, maps, or publications);
 - (ii) Explanation on how Consultant will approach and conduct the work;
 - (iii) A financial proposal specifying the applicant's proposed total contract value for the full scope of work described in this Terms of Reference, structured according to the Payment Schedule.
2. Personal CV including past experience in similar projects
3. List of 2 professional references



TERMS OF REFERENCES (TOR)

Climate Change Analyst, GEF-UNDP Project:

SCOPE OF WORK

The “Climate Change Analyst” will provide support in the design and implementation of the following activities and deliverables:

<u>Activities</u>	<u>Deliverables/ Outputs</u>	<u>Percentage of Time</u>	<u>Expected Completion Date</u>
Activity 1. Verify and validate existing climate data (1990–2019, per WorldClim baseline used in the project), projections, and GIS maps developed under the project (including historical climate patterns, SSP scenarios, and high-risk zone maps) by cross-referencing with historical data from Kyrgyzhydromet meteorological stations. This will involve examining the statistical correlation (or using similar tests) between the station data and available global data, as well as plotting the data using line graphs (or similar). Provide an expert assessment of data reliability and identify any discrepancies or critical gaps.	Data validation report confirming reliability of existing climate datasets, with discrepancies and critical gaps identified.	30%	September 15, 2026
Activity 2. Integrate all verified climate data and GIS maps into a comprehensive technical report in Russian and English. The report will cover historical climate analysis, future projections under SSP scenarios, verified risk zone maps, and implications for ecosystems and land management. Assessment of extreme climate indicators based on national data, including: frequency of droughts; duration and seasonal shift of the vegetation period; coldest and warmest days; and other extreme climate events. All spatial climate outputs must be ideally delivered as raster layers (e.g. GeoTIFF or equivalent raster format) to enable direct use as inputs for the SPARC analysis. The report will include targeted recommendations for MNRETS and the 10 district administrations, and will be submitted to SLT for integration into the Ecological Framework of the Pamir-Alai.	Comprehensive technical report in Russian and English. Verified spatial climate datasets as raster layers (TIFF or equivalent). MNRETS review confirmation letter.	65%	September 31, 2026
Activity 3. Maintain regular coordination with the SPARC specialist to ensure climate datasets and	Meeting notes / coordination log.	5%	February 28, 2027

outputs are correctly understood and integrated into the SPARC wildlife distribution modelling. This includes responding to clarification requests on climate data inputs and participating in brief knowledge-exchange exchanges where useful.			
Geographic Scope: The assignment covers the Pamir Alai project landscape across three oblasts: Batken, Osh, and Naryn, encompassing 10 project districts, with priority given to areas within or adjacent to Key Biodiversity Areas (KBAs) and high-risk zones identified through climate analysis.			
Key References: The following studies provide relevant scientific context for this assignment and should be considered by the Consultant in the course of the work: • S. Manandhar et al., "<i>Climate Vulnerability & Adaptive Capacity of Mountain Societies in Central Asia</i>", Mountain Societies Research Institute (MSRI) — overview of climate vulnerability in mountain communities of Central Asia including the Pamir and Tian Shan regions • A. Azarov, M. Kulikov et al., "<i>Climate Change and Its Impact on Natural Resources and Rural Livelihoods: Gendered Perspectives from Naryn, Kyrgyzstan</i>", MDPI Climate (2025) — climate change impacts on water resources, agriculture, and livelihoods in Kyrgyzstan • P. Chevallier et al., "<i>River flow regime and snow cover of the Pamir-Alai (Central Asia) in a changing climate</i>", Hydrological Sciences Journal (2014) — river flow and snow cover dynamics in the Pamir-Alai under climate change • A. Finaev, "<i>Climate change and water potential of the Pamir region</i>" (2016) — analysis of temperature, precipitation, and river flow trends in the Pamirs			

REPORTING REQUIREMENTS

The Consultant will report to the SLT Project Manager and collaborate with the assigned SLT Science Team on a regular basis, who will support the direction and approach to project management for SLT. The Consultant will provide brief oral or written progress updates to the Project Manager on a weekly basis. Upon completion of each activity, the Consultant will submit the relevant deliverable for review and approval by the Project Manager, which will serve as the basis for the corresponding payment instalment in accordance with the Payment Schedule. The Consultant will also work with the SLT Contracts Manager to support any required contractual documentation.

TERM & TERMINATION

The term of engagement under this contract shall be effective upon the date of signature by both parties and will continue until February 28, 2027. 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. Upon mutual written agreement of both parties, this contract may be renewed for an additional period subject to satisfactory performance, ongoing project need, and availability of funding.

PAYMENT TERMS

Payment for this consultancy will be made in three installments upon satisfactory completion and SLT's written approval of deliverables, as outlined in the Payment Schedule. The total contract value is proposed by the applicant based on the scope of work described in this Terms of Reference. All payments will be made via wire transfer through SLT's contractor payment system. The payment currency is United States Dollars (USD).



All income or other taxes or fees levied on payments under this contract are the sole responsibility of the Contractor.

Payment Instalment	Activities Completed	Payment Date	% of Contract Value
1	Data validation report confirming reliability of existing climate datasets, with discrepancies and critical gaps identified.	September 15, 2026	30%
2	Comprehensive technical report in Russian and English accepted by SLT	September 31, 2026	65 %
3	Coordination log submitted and SPARC analysis period concluded	February 28, 2027	5%
	TOTAL		100%

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.