## TERMS OF REFERENCE

1. **POSITION:**
   
   FOREST GOVERNANCE PSYCHOLOGIST (SOCIOLOGIST) CONSULTANT - MOLDOVA

   Project title: “Improving Forest Law Enforcement and Governance (FLEG) in the European Neighbourhood Policy East Countries and Russia”

2. **REPORTING RESPONSIBILITIES**:  

<table>
<thead>
<tr>
<th>Direct Reporting Line</th>
<th>Reporting Area</th>
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<tbody>
<tr>
<td>ENPI/FLEG IUCN Program Consultant – Moldova</td>
<td>Issues pertaining to the IUCN ENPI-FLEG program implementation in Moldova, with respect to establishing baseline data relating to public awareness about Forest Law Enforcement and Governance that addresses issues such as stakeholder awareness and commitment, national ownership and capacity, and knowledge sharing. All administrative issues pertaining to these Terms of Reference.</td>
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3. **LOCATION** – Chisinau, Moldova (with possible travels)

4. **DURATION** – 6 months (with possible extension)

5. **STARTING** – September 2010

6. **BACKGROUND**

   This European Commission financed European Neighbourhood and Partnership Instrument – Forest Law Enforcement and Governance (ENPI-FLEG) program will promote the development of improved forest law enforcement and governance arrangements in seven targeted countries: Armenia, Georgia, Azerbaijan, Moldova, Ukraine, Belarus and Russia. The program’s core funding is provided through a grant agreement from the European Commission to the World Bank. The program is being undertaken as a partnership among the World Bank, IUCN and WWF. Each of the three partnered program implementation organizations will be responsible for its own set of specified activities and deliverables. Three broad categories of stakeholder groups will be targeted by the program: government (line departments, parliamentarians, local authorities and the judiciary); civil society (NGOs, community organizations and forest-dependent communities); and the private sector (particularly timber companies). The program will define the policy, legal, institutional and economic obstacles to improved forest governance (including the control of illegal logging); test pilot innovative approaches to overcoming these obstacles; enhance the capacity of key stakeholders to implement forest governance reforms; and disseminate the lessons learned at national, regional and global levels. The program will also support the other regional Forest Law Enforcement and Governance official processes being organised by the World Bank and will contribute to the EU FLEGT Action Plan.

   The program’s purpose is to contribute to ensuring that improved forest governance arrangements are in place in the forest sector and closely linked sectors through effective implementation of the ENA FLEG Ministerial Declaration (St. Petersburg Declaration 2005), involving governments, civil society and the private sector.

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1 Direct reporting lines indicate those staff members providing direct supervision. Additional reporting lines indicate accountability for particular functions or areas of work. Consultation, information sharing and other relationship lines are not indicated, as they are likely to be numerous.
The program’s specific objective is to contribute to legal and sustainable forest management and utilization practices and improved local livelihoods in the six ENPI East countries plus Russia.

The program’s results will be:

**Result 1:** Increased awareness and commitment of key stakeholders on FLEG

**Result 2:** Effective national and regional FLEG action processes in place

**Result 3:** National ownership and capacity increased

**Result 4:** Improved regional and sub-regional collaboration and knowledge sharing

**Result 5:** Effective engagement of key trading partners

**Result 6:** Continuation of the formal official ENA FLEG process

**Result 7:** Sustainable forest management practices implemented

### 7. TASKS

#### 7.1 General

Under the direct supervision of the ENPI-FLEG IUCN Country Program Coordinator (Program Consultant) in the Republic of Moldova, the Forest Governance Psychologist Consultant (FGP Consultant) will be responsible for (1) studying the interplay between large public (society) and forest ecosystems, and (2) for conducting a public opinion survey. Aimed to increase Forest Law Enforcement and Governance understanding, awareness and commitment among the three broad categories of stakeholder groups targeted by the program (government/line departments, local authorities owning forests; civil society (NGOs, community organizations and forest-dependent communities); and the private sector (particularly timber companies)), the FGP Consultant will be responsible for analyzing the interrelationships between the forest environment and local communities, also by addressing communications issues and knowledge sharing.

#### 7.2 Specific tasks

- **Studying relationships between the forest environment and humans;**
  
  It is necessary that the FGS Consultant to be problem oriented in the field of national forestry sector and, going beyond the national/local level, at regional level. Such an analysis should tackle local disputes over forest use, property rights over resources and/or lands, opinion of local populations and their allegiance to governments, forest lands in custody and problems around it, local customs and traditions, lack of proper behaviour towards the forest resources and landscapes, non-polluting style of life etc.

- **Analysing conflict situations and proposing solutions;**
  
  Lack of forest resources, illegal forestry activities and poor governance can encourage various conflict situations. Specific aspects of such a study comprise the possibility of identifying problems and through the identification of said problems, discovering a potential solution. It is vitally important to identify such conflicts so that to ensure effective forest management and conservation in the future.

- **Conducting opinion polls;**
  
  Sociological programmes for conducting opinion polls should be developed, then a field survey provided. It is important that the sustainability of forest-dependant communities and the participation in forest resources management are investigated. In a poor-forested country and, at the same time, densely populated country, such a survey becomes necessary for understanding the trends in forest-
humans relations and, finally, for ensuring the survival of forests. A multi-cultural model of conducting the survey should be respected.

- **Developing opinion polls section on national FLEG website**
  The results of field polls should be compared with online (website) polls provided by interned users. This subtask will be done in close cooperation with the Public Awareness Consultant and IT Consultant.

- **Assistance in maintaining FLEG Newsletter.**
  The interrelationships of large public and forest ecosystems will be reflected in the informative materials (hard copies and electronic). This will also include the development of concept for the informative materials, identify priorities and reflect psychological and sociological problems.

- **Planning, assessment and reporting**
  - Provide accurate information and advice to the Program Consultant in a timely fashion so that all required technical and financial reports can be submitted;
  - In concert with the Program Consultant, facilitate monitoring and evaluation of program progress, impacts and lessons.

- **Program communication**
  - Work with the Program Consultant and the other IUCN Consultants to clearly communicate results, success stories and key messages from projects implemented in Moldova and cross-country.
  - Develop and, upon approval from the Program Coordinator, implement the country-specific Monitoring & Evaluation plan and communications strategy for the Program.
  - Cooperate actively with other co-implementing organizations (WB and WWF) for clear, consistent and efficient communications.

- **Others**
  - As instructed by the Project Consultant, carry out any other appropriate associated work that may be requested to effectively perform the Program activities.

### 8. QUALIFICATIONS

The position requires an individual with proven experience and knowledge of issues related to psychology and/or sociology of governance, preferably in forestry sector and/or business related to forest products. Consultant should have at least 3 years of relevant professional experience. The following specific qualifications must be met:

- High degree in a discipline that is relevant to requested responsibilities (e.g. in governance, psychology, sociology, philosophy, journalism, environmental-social sciences etc.);
- General understanding of relations between natural (preferable forest) environment and various stakeholders (governmental [local, district, state], private sector / business, local communities);
- Experience of designing programs of improving governance and identifying conflict situations in various environments (governments, business, companies staff, local communities etc.);
- Knowledge and practical implementation of survey methods of stakeholder engagement;
- Research skills of creating and implementing public opinion polls, and measuring awareness;
- Experience of work in Moldova and familiarity with national and/or regional environmental issues;
- Ability to analyse and clearly articulate complex issues, ability to take decisions;
- Highly developed communication skills, including the preparation of high quality reports and the delivery of presentations;
- Ability to work under pressure, sometimes with extended hours, and to meet tight deadlines without compromising the quality of outputs;
- Ability to maintain confidentiality and use discretion when dealing with sensitive political issues;
- Computer literacy is essential;
- Professional Russian, English is an asset;
- Cultural awareness and sensitivity to gender issues.