Call for Service Provider - Terms of Reference (ToR)

Feasibility Study on a threat-monitoring System and Management Scheme for Monk Seal Habitat Protection

1. Background

The Mediterranean monk seal (*Monachus monachus*), one of the most endangered marine mammals, faces numerous anthropogenic pressures threatening its survival. In Greek waters, significant disturbances result from human activities such as unregulated boat traffic, entanglement in fishing gear, disturbances to breeding caves, and lack of enforcement of habitat protections.

Despite the designation of nearly 20% of Greece's waters as protected areas under Natura 2000, many remain vulnerable due to delays in finalizing management plans and enforcement mechanisms. To address these gaps, NECCA and MSA aim to implement an effective monitoring system and management scheme for critical monk seal habitats through the conduction of a feasibility study for the project "Supporting effective conservation measures for the Mediterranean monk seal and its habitat in Greece.

This feasibility study will analyse five pre-identified hotspots, prioritising at least two for pilot implementation. The feasibility study will establish the baseline for developing innovative threat monitoring systems, tailored management schemes, and effective enforcement frameworks. These systems will incorporate existing tools and technologies, such as satellite tracking and real-time camera monitoring while exploring new approaches to address habitat disturbances. Additionally, the study will evaluate legal frameworks and governance models to ensure long-term sustainability and adaptability of conservation measures.

We seek a service provider to conduct a comprehensive feasibility study, action plan and provide an expected implementation budget.

By identifying actionable solutions and establishing pilot areas, this feasibility study represents a critical step toward mitigating human impacts on monk seal habitats. It will

not only enhance protection for this endangered species but also serve as a model for sustainable marine management in Greece.

2. Objective

This feasibility study aims to comprehensively analyse the pre-selected hotspots and determine their suitability for implementing a threat monitoring system and management scheme in at least two hotspot areas. The study will:

- Identify and prioritise disturbances by their potential impact on monk seals.
- Propose methodologies and tools for data collection, storage, and monitoring pressures.
- Assess existing legal frameworks for habitat protection and enforcement mechanisms.
- Define governance structures and partnerships for effective hotspot management.
- Deliver a detailed action plan and evaluation scheme for the selected pilot areas.

3. Scope of Work

The service provider will be responsible for conducting a comprehensive feasibility study, focusing on the pre-identified hotspots provided by NECCA and MSA, evaluate these areas, prioritize at least two for pilot implementation, and deliver actionable recommendations for the development of monitoring systems, management schemes, and enforcement mechanisms. The service provider will also prepare a detailed budget for implementation as part of their final action plan.

Preliminary Review and Analysis

- Review the five pre-identified hotspots, including their ecological significance, known disturbances, and existing conservation efforts.
- Conduct initial consultations with NECCA, MSA, and key stakeholders to clarify expectations and align objectives.

Disturbance Hierarchy

- With the help of existing documents, provide a clear, evidence-based hierarchy of disturbances supported by scientific findings and stakeholder input.

Monitoring Tools and Data Collection

- Identify the data type needed to monitor disturbances (e.g., boat traffic, cave intrusions, noise pollution, etc.).
- Evaluate the suitability of existing tools and technologies (e.g., satellite tracking, real-time cameras, acoustic monitoring, etc.) in each hotspot.
- Recommend methodologies for data collection, storage, and accessibility.

Legal and Enforcement Frameworks

- Analyze the applicability of existing legal frameworks (e.g., EU directives, national laws, Natura 2000 provisions) for each hotspot.

Propose practical enforcement mechanisms tailored to the local context, including short-term (1-year) solutions for immediate protection.

Governance Models and Stakeholder Engagement

- Develop governance structures for effective management of each hotspot, identifying roles and responsibilities of stakeholders, including NECCA, local authorities, and NGOs.
- Facilitate consultations with stakeholders to ensure the feasibility and sustainability of proposed management schemes.

Pilot Area Selection

- Select at least two priority areas for pilot implementation, providing a rationale for the decision.

Action Plan and Implementation Budget

- Prepare a detailed action plan for implementing monitoring systems and management schemes in the selected pilot areas.
- Include a timeline, key milestones, and evaluation framework for measuring the effectiveness of the proposed solutions.
- Provide a comprehensive budget for the implementation phase, detailing projected costs for monitoring systems, enforcement measures and equipment, stakeholder engagement, and capacity-building activities.

Final Feasibility Study Report

- Compile findings and recommendations into a final report to be submitted to NECCA and MSA.
- Include a summary of methodologies, consultations, proposed solutions, and the implementation budget.

4. Deliverables

The service provider will deliver:

1. **Disturbance Prioritization Report**: A detailed hierarchy of disturbances and supporting evidence accompanied by recommendations for data collection tools and methodologies, submitted by March 10th, 2025.
2. **Legal Framework Analysis**: Identification of applicable legal frameworks and enforcement options, submitted by March 20th, 2025.
3. **Governance and Pilot Area Report**: Governance structures and selection of two pilot areas, submitted by March 20th, 2025.
4. **Action Plan and Evaluation Framework**: Comprehensive Action plan for implementation and evaluation, submitted by the end of March, 2025.
5. **Final Feasibility Study Report**: Presentation of consolidated findings and recommendations, including a budget estimation for implementation, April 11th, 2025.

   Presentation Schedule Flexibility :
   The presentation date specified in the deliverables section may be subject to change based on unforeseen scheduling adjustments. The service provider is expected to remain flexible and accommodate revised timelines as communicated by the recruiting organization (NECCA/MSA). Any changes will be notified in advance to allow adequate preparation.

5. Duration of the Assignment

The assignment is expected to last from early February, to April 15, 2025 maximum.

Flexibility Clause: While the proposed timeline outlines the expected milestones, we are open to considering alternative schedules or adjustments the service provider suggests, provided they align with the overall project objectives and deadlines.

6. Qualifications and Experience of Service Provider

The ideal service provider should have:

- Fluency in both Greek and English (both oral and written).
- Proven expertise in conducting feasibility studies, particularly regarding marine or wildlife conservation (experience in marine environment and/or species would be appreciated).
- Experience in developing and implementing monitoring systems for measuring human-induced threats in marine habitats, including tools such as satellite tracking, cameras, and acoustic monitoring.

- Strong data collection and analysis knowledge, particularly in monitoring anthropogenic pressures and environmental risk assessment.
- Familiarity with relevant EU and Greek legal frameworks, including Natura 2000 directives, environmental enforcement protocols, and marine conservation policies.
- Proven ability to propose actionable enforcement mechanisms and produce high-quality reports, including action plans, technical analyses, and financial budgets.
- Understanding of the local cultural and socio-economic context, particularly in coastal communities in Greece.
- Ability to communicate technical information effectively to both technical and non-technical audiences.

7. Reporting and Coordination

The service provider will report to the NECCA project manager and the Monk Seal Alliance.

Regular progress and coordination meetings will be scheduled to ensure alignment with the objectives and timelines. As defined by the contract schedule, reports on activities, outcomes, and any challenges faced will be submitted to NECCA and MSA. The service provider will participate in bi-weekly virtual progress meetings and submit draft deliverables for review and feedback before finalisation.

8. Budget and Payment Terms

The budget for this assignment will be determined based on the submitted proposal, which is within the limit of 15 000€, including all taxes.

Payments will be made according to the agreed milestones, based on deliverables and approval by the Monk Seal Alliance as the contracting party.

9. Offer procedure, deadlines and selection Criteria Evaluation Grid

Send offers to Auriane Pertuisot (Prince Albert II of Monaco Foundation, Monk Seal Alliance) : apertuisot@fpa2.org

Deadline for receiving offers: January 17, 2025

Deadline for response to applicants: January 31, 2025

Each score will be supported by evidence provided in the applicant's proposal, such as references, portfolio examples, or documented past successes.

Criterion	Weight	Score (1-5)	Comments/Justification
1. Relevant Experience and Expertise	**40%**		
- Proven experience in conducting feasibility studies for conservation or monitoring systems	20%	[ ]	[ ]
- Expertise in marine conservation and anthropogenic pressures	15%	[ ]	[ ]
- Knowledge of legal frameworks and enforcement mechanisms relevant to habitat protection	5%	[ ]	[ ]
2. Technical and Strategic Capacity	**30%**		
- Ability to design comprehensive action plans, including governance models and implementation budgets	15%	[ ]	[ ]
- Proficiency in evaluating and proposing innovative monitoring tools (e.g., cameras, satellite systems)	15%	[ ]	[ ]
3. Knowledge of Local Context and Stakeholder Engagement	**20%**		
- Understanding of local stakeholder landscapes (NGOs, government bodies, and tourism/fisheries sectors)	10%	[ ]	[ ]
- Familiarity with Greek legal and cultural contexts related to marine conservation and Natura 2000 sites	10%	[ ]	[ ]
4. Deliverables and Timeline Management	**10%**		
- Proven ability to deliver actionable, high-quality outputs on time	10%	[ ]	[ ]