

**Terms of references (ToRs) for International Individual Consultant (Qualified Game Keeper) to supervise and impart trainings on captive Game birds' breeding**

<b>Job Category:</b>	Individual Consultant
<b>Career Level:</b>	Consultancy
<b>Job Type:</b>	Game Keeper
<b>Position</b>	1
<b>Agency / Project</b>	PMU-SFM Project
<b>Duration</b>	9 Months (January 2022 to November 2022)
<b>City / Location</b>	Islamabad
<b>Country</b>	Pakistan
<b>Posted on:</b>	
<b>Last date of apply</b>	

**Background & Organizational Context**

Forests provide provisioning, regulatory, cultural, and supportive services in the ecosystem to sustain life. Provisioning services include fresh water, and other resources like fuel-wood, timber, fodder, honey, gum, medicinal plants and other sources of livelihood support to the people living there. The regulating services are in the form of preventing soil erosion, supplying the soil with nutrients required for plant growth, insects and wind pollinate plants and trees that are essential for the development of fruits, vegetables and seeds. Forests also regulate pests and diseases through the activities of predators and parasites. The forests provide habitat for viable populations of native species, maintain clean water and productive soils. The forest industry helps to sustain communities and is a key contributor to rural, regional, and provincial economies.

Forests also provide many socio-economic and cultural benefits not only to the local communities but to the public at large, including recreational and outdoor tourism activities, hunting and fishing sport opportunities, firewood cutting for meeting domestic energy needs, and many other outdoor pursuits that citizens regard as part of their cultural heritage. Forests protect watersheds, used as a source for drinking water, irrigation, and power generation. Forest biodiversity, ecosystems and natural landscapes have been the source of inspiration for much of the art, culture and increasingly for development of science in the country.

Sustainable Forest Management (SFM) to secure multiple benefits in Pakistan's high conservation value forests is a joint initiative/project of Government of Pakistan, Global Environmental Facility (GEF) and United Nation Development Program (MoCC). It targets Pakistan's Western Himalayan Temperate Coniferous, Sub-tropical broadleaved evergreen thorn (Scrub) and Riverine forests for biodiversity conservation, mitigation of climate change and securing of forest ecosystem services.

Wildlife and especially the game birds' population of different varieties in Pakistan have decreased significantly. The decrease has been due to the uncontrolled hunting, habitat loss and usage of pesticides and fertilizers accompanied by the no man-made remedial measures to maintain its population in the wild. However, the Ministry of Climate Change (MoCC) is committed to sustain the game birds' population through breeding and their releasing in their natural habitats for sustainable hunting sports and for maintaining their healthy numbers in the wild. To this end, the Ministry of Climate Change through SFM Project has established pilot game birds breeding centres in Punjab with the aim to recover its population loss. The Ministry of Climate Change intends to upscale and replicate this successful model of captive game birds' breeding centres in other provinces of the country also.

For doing this, the Ministry is going to hire an international consultant/game keeper to train the stakeholders to promote sustainable hunting and improving livelihood in the targeted areas. Since it is new intervention and is based on best practices of game management in the world, services of a qualified game keeper/breeder are essential to run these two pilot sites in Punjab.

## **2. SCOPE OF WORK, RESPONSIBILITIES AND DESCRIPTION OF THE PROPOSED CONSULTANCY**

### **1. Objective:**

This consultancy is aimed at training of the people (technical hands) capable for running the game birds breeding centres right from egg hatching to the healthy mature birds, which have the ability and endurance to survive in the wild.

### **2. The game keeper/consultant will perform following tasks**

The game keeper will carry out the following activities.

- i. The game keeper must be an expert in breeding and managing game birds in the targeted territory;
- ii. In the absence of layer stock, he/she should must know the quality of eggs of the respective game birds to be procured from outside;
- iii. He/she should know how to store, handle and transport the purchased eggs. In addition, has also the knowledge of hatching, brooding till their complete raising (light, temperature, humidity);
- iv. He/ She must know about the food, diseases and the sanitary needs to be kept in the centre;
- v. He/ She should also know about building wild behavior of the birds before releasing into wild;

- vi. He/ She will be responsible for the whole process right from the eggs to successful release of the birds into the wild.
- vii. He/ She will train the people on whatever the steps are required in carrying out the captive breeding and their release methodology.

**3. To whom to report the outcome:**

The consultant will report directly to the National Project Director through PMU, SFM Project.

**4. REQUIREMENTS FOR EXPERIENCE AND QUALIFICATIONS**

**Qualification:**

The consultant/game keeper should possess formal degree/with at least 10 years of practical experience and managing such project in a game reserve/hunting ground/game birds breeding with particular emphasis on imparting trainings to continue with such operation upon termination of this consultancy.

**Experience:**

The Individual Consultant/game keeper must have:

- At least 10-12 years working experience in carrying out of the captive game birds' breeding for purposes of game management and replenishing wild stock.
- Exposure to the captive breeding and game management practices in UK and EU countries.
- Proven track record of sensitizing others for carrying out the captive breeding for game management and replenishing wild stock.

**What we offer:**

1. Will offer monthly remuneration of US\$ 4,000;
2. Will also provide two economy class return air tickets (to visit country of residence).
3. Will provide stay and transport for moving from one place to other.
4. Will provide one month paid leave during the consultancy period.
5. At the end, after completion of the contract period, the Ministry will award him/her the experience certificate for the period of serving in Pakistan, and
6. He will also be facilitated in preparing the report if needed.