

Call for Quotation/Application for Consultancy Services

Title:

Provide technical support and facilitation to IUCN and the Ministry of Agriculture and Environment in developing the National Rewilding Plan for the period 2027-2037 with a vision to 2050.

Objective of the Consultancy

This consultancy aims to deliver the following outcomes:

- Through participatory process, develop a National Rewilding Plan 2027 – 2037 with a vision to 2050 with following components:
 - o Conservation breeding and rescue centers that cover all major bio-geographies nationally
 - o Species release sites, areas and landscapes (adjacent to breeding centers) where threats have been significantly removed
 - o Enhanced site protection, management and monitoring
 - o National network of organizations and government agencies committed to and working toward a common rewilding vision
- Through consultation with Department of Forestry and Forest Protection – Ministry of Agriculture and Environment, issue the plan as a national policy, with commitment from other stakeholders working in the conservation sector in Vietnam.

Background

Project Reference: P05283

RfP Reference: RQ000935

About IUCN

The International Union for Conservation of Nature (IUCN) is a global membership Union uniquely composed of both government and civil society organisations. It provides public, private, and non-governmental entities with the tools and knowledge needed to advance sustainable development and biodiversity conservation. IUCN combines the latest science with traditional knowledge and stakeholder engagement to support effective and equitable environmental governance.

More information: www.iucn.org | [Twitter](#)

About the Project

Vietnam is one of the most biodiverse and threatened countries globally. While national socio-economic progress since the late 1980s led to impressive gains in life expectancy and per capita income, these have come at a high cost to the nation's natural heritage. National icons such as the tiger, the Javan rhino and the Saola have gone extinct largely due to poaching, and many others including elephants and the country's diverse primate community are on the brink of extinction due to hunting and habitat loss.

Compared to its neighbours, Vietnam has been able to retain a large natural forest estate and protected area network, however this is now typified by the so-called "empty forest syndrome", an almost entire loss of faunal diversity and gradual erosion of ecosystem

health, which now has flow-on negative effects to local livelihoods, productivity, and rural economies.

In response, IUCN, with support from Re:wild, is leading development of a National Rewilding Plan (NRP) through a multi-stakeholder consultation process.

Position Details – Lead consultant

- **Title:** Lead consultant to develop Vietnam National Rewilding Plan
- **Category:** National Individual Consultant
- **Duration:** 40 working days from April 2026 – October 2026
- **Payment Modality:** Delivery-based (against accepted deliverables)

Position Details – Support consultant:

- **Title:** Support consultant to develop Vietnam National Rewilding Plan
- **Category:** National Individual Consultant
- **Duration:** 35 working days from April 2026 – October 2026
- **Payment Modality:** Delivery-based (against accepted deliverables)

Description of the Assignment

The NRP will be developed using an evidence-driven and participatory planning framework that integrates ecological science, threat governance, technological monitoring, conservation breeding, and socio-economic considerations. That includes:

- Rewilding will be treated as an ecosystem-wise restoration strategy, not a species-only intervention to ensure that species recovery decisions are contingent upon measurable improvements in ecosystem security and management readiness. The NRP should consider: Species viability; Habitat integrity and connectivity; Threat intensity and enforcement capacity; Monitoring infrastructure; Institutional governance; Socio-economic drivers
- The planning process will rely on systematic consultation to build ownership, technical legitimacy, and institutional feasibility based on structured facilitation methods, documented minutes, and a stakeholder comment tracking matrix to ensure transparency and traceability of inputs. That includes a national consultation workshop (kick-off workshop), 3 thematic working groups with national-level experts, targeted meetings, and interviews, and a final national validation workshop

The lead consultant will lead and facilitate the national kick-off meeting and final consultation workshop, while actively participating in Technical Working Group (TWG) meetings to gather inputs for the NRP. Based on these contributions, draft the NRP and ensure its finalization in both Vietnamese and English.

- Lead and facilitate the national kick-off meeting and final consultation workshop
- Participate in TWG meetings to gather inputs for the NRP
- Draft the NRP
- Finalize the NRP in both Vietnamese and English

The support consultant will collect and synthesize relevant documents into an annotated bibliography, while supporting the organization and facilitation of the national kick-off meeting and final consultation workshop. Contribute to the preparation of detailed minutes for workshops and working group meetings, process and analyze data to synthesize and categorize stakeholder feedback, and support the Lead consultant in integrating comments through a tracking matrix.

- Collect and synthesize documents into an annotated bibliography
- Participate in and facilitate the national kick-off meeting and final consultation workshop
- Prepare detailed minutes of workshops and working group meetings
- Process data and synthesize stakeholder comments
- Support the Team Leader in integrating comments through a tracking matrix

Scope of Work

The development of the NRP should be completed before 31 October 2026 for ratification at the national level, with the following steps:

- Review project documentation and national policy context; develop the 6-page Concept Note and compile the annotated bibliography to establish the evidence base.
- Conduct the National Kick-off Workshop to establish the Rewilding Working Group (RWG) and agree on roadmap, structure, and consultation process.
- Facilitate thematic working group consultations to develop species selection criteria, prioritize focal species, identify priority rewilding sites, and define site security and threat reduction thresholds.
- Develop legal recommendations, ethical breeding and reintroduction guidelines, and a sustainable financing framework including innovative funding mechanisms.
- Prepare NRP Outline, Draft 1, and Draft 2, integrating stakeholder feedback through structured comment tracking and RWG technical validation.
- Conduct the Final National Consultation Workshop and finalize the National Rewilding Plan (VN & EN) and 4-page Executive Summary.

Deliverables and Timeline

Lead consultant:

No.	Description	Deliverable	Due Date
1	Preparation	Detailed work plan and methodology	15 April, 2026
2	National kick-off workshop facilitation and outputs	Workshop report	April 2026, 7 days after workshop
3	Development of priority species list and site criteria	Species list and criteria document	30 June, 2026
4	Drafting of NRP	Draft NRP	30 September 2026
5	Final draft for consultation workshop	Final draft NRP	31 October 2026
6	Final consultation workshop facilitation and outputs	Workshop report	7 days after workshop (Nov 2026)

Support consultant

No.	Description	Deliverable	Due Date
1	Preparation and document synthesis	Annotated bibliography; inputs to work plan	15 April, 2026
2	National kick-off workshop documentation and support	Workshop report; detailed meeting minutes	April 2026, 7 days after workshop
3	Data processing and support to species/site prioritization	Synthesized stakeholder inputs; data summaries	30 June, 2026
4	Support drafting of NRP	Consolidated inputs; comment tracking matrix	30 September 2026
5	Support final draft for consultation workshop	Revised draft inputs; updated tracking matrix	31 October 2026
6	Final consultation workshop documentation and support	Workshop report; detailed meeting minutes	7 days after workshop (Nov 2026)

*The following reports of 2 consultants can be consolidated into one final report:

- Detail work plan
- National kick-off workshop with supporting documents and TWG meeting reports.
- Draft National Rewilding Plan
- Final National Rewilding Plan with result of the final consultation workshop and meeting minutes.

Duration and Level of Effort

The assignment will be completed within 6 months with an estimated level of effort of 75 days for 2 consultants, allocated as follows:

- Review documents; prepare Concept Note and annotated bibliography: 10 days
- Lead kick-off workshop; establish RWG and roadmap: 10 days
- Facilitate consultations on species, sites, and criteria: 20 days
- Develop legal, ethical, and financing frameworks: 10 days
- Draft and revise NRP with stakeholder inputs: 10 days
- Finalize NRP and Executive Summary after consultation workshop: 15 days

Qualifications and Experience

Consultant 1: Team Leader:

- PhD degree or higher in Conservation Biology, Natural Resource Management, Forestry, or related field
- At least 20 years of experience in biodiversity conservation and protected area management in Vietnam
- Experience in developing national-level policies, strategies or action plans
- Deep understanding of Vietnam's forest ecosystems, native wildlife species and threats
- Knowledge and experience in rewilding, species reintroduction, or conservation breeding is a strong advantage
- Excellent writing skills in both Vietnamese and English
- Skills in coordinating with multiple stakeholders and organizing large-scale workshops

Consultant 2: Support Consultant:

- Master's degree or higher in Biology, Forestry, Conservation, Environment or related field
- At least 15 years of experience in biodiversity conservation or wildlife research
- Skills in collecting, synthesizing, and managing scientific documentation
- Skills in accurate, detailed note-taking and minute-writing
- Fluent in Vietnamese (written and spoken), good English reading comprehension
- Experience supporting workshop organization is an advantage

Duty Station

IUCN Vietnam, with required travel to project field sites.

Travel Requirements

Travel to project field sites within Vietnam is required. All related travel costs will be reimbursed according to IUCN's travel policy. Travel insurance will be arranged and covered by IUCN.

Application Process

Eligibility Requirements:

Applicants must:

- Be free of any conflict of interest.
- Be a citizen of [Insert applicable country] (for national positions).
- Be compliant with all applicable tax obligations.
- Not have been found guilty of environmental, financial, or ethical misconduct.
- Not be involved in any pending bankruptcy or legal proceedings.

Required Documents:

The consultant(s) will submit a proposal including:

- Technical Proposal (maximum 6 pages) that describes the technical approach, methodology, time frame, work plan, and role of each team member (if applying as a team)
- CVs of all team members (template attached)
- List of similar projects up to five similar projects with brief descriptions that demonstrate relevant experience
- Budget that includes consultant fees (by day rate or lump sum), travel costs for workshop participation, and any other relevant costs.
- Signed Declaration in relation to IUCN (template attached)

Submission Details:

- Submission Deadline: 10 April 2026
- Email Address: hiep.nguyenmanh@iucn.org
- Email Subject Line: Consultant proposal_RQ000935_Applicant Name
- All submissions must be in PDF format. If necessary, split large files into multiple emails (e.g., Email 1 of 2, Email 2 of 2).
- Do not use file-sharing links or platforms for submission.

Additional Information

- IUCN reserves the right to accept or reject any or all applications without providing any reason.
- Only shortlisted candidates will be contacted for further steps.

ANNEX I

Consultancy

APPLICATION FORM

PERSONAL DETAILS

Full Name	
Date of Birth	
Gender	
Citizenship Number	
Tax Number	
Application for	

CONTACT INFORMATION

Email Address:		
Contact Address:		
Contact Number:	Mobile:	Landline:

ACADEMIC QUALIFICATIONS

Note: the tables can be added as per the requirement

<i>School, Country</i>		
<i>Degree</i>		
<i>Degree Title</i>		
<i>Area of Study</i>		
<i>Dates</i>	<i>From:</i>	<i>To</i>

<i>School, Country</i>		
<i>Degree</i>		
<i>Degree Title</i>		

<i>Area of Study</i>		
<i>Dates</i>	<i>From:</i>	<i>To</i>

<i>School, Country</i>		
<i>Degree</i>		
<i>Degree Title</i>		
<i>Area of Study</i>		
<i>Dates</i>	<i>From:</i>	<i>To</i>

<i>School, Country</i>		
<i>Degree</i>		
<i>Degree Title</i>		
<i>Area of Study</i>		
<i>Dates</i>	<i>From:</i>	<i>To</i>

EMPLOYMENT/CONSULTANCY DETAILS

Note: the tables can be added as per the requirement

<i>Employment Dates</i>	<i>From</i>	<i>To</i>
<i>Employer</i>		
<i>Country</i>		
<i>Position</i>		
<i>Field of Activities</i>		
<i>Duties and Responsibilities</i>		

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<i>Employment Dates</i>	From	To
<i>Employer</i>		
<i>Country</i>		
<i>Position</i>		
<i>Field of Activities</i>		
<i>Duties and Responsibilities</i>		

<i>Employment Dates</i>	From	To
<i>Employer</i>		
<i>Country</i>		
<i>Position</i>		
<i>Field of Activities</i>		

Duties and Responsibilities

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Trainings and Achievements

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Publications

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Language Proficiency

Elementary: 1

Limited Working: 2

Professional: 3

Native: 4

Language	Reading	Writing	Speaking

References

Referee 1	
Referee title	
Name	
Current Position	

Organization	
Relationship	
Email Address	
Phone Number	

Referee 2	
Referee title	
Name	
Current Position	
Organization	
Relationship	
Email Address	
Phone Number	

Referee 3	
Referee title	
Name	
Current Position	
Organization	
Relationship	
Email Address	
Phone Number	

Remuneration Expectation (per day in local currency (with all taxes))	
Notice Period	

I certify that, to the best of my knowledge, all the information on and attached to this application form is true, correct and complete. I understand that false or fraudulent information on this application may be grounds for disqualifying my application or for separation after the work begins and may be punishable as per country's law.

Signature

Date

Annex II

Declaration in relation to IUCN

I, the undersigned, hereby confirm that I am self-employed and able to provide the service independent of any organisation or other legal entity.

Full name (as in Citizenship):

Home Address (incl. country):

I further confirm that the following statements are correct:

1. I am legally registered as self-employed in accordance with all applicable laws.
2. I am fully compliant with all my tax and social security obligations.
3. I am free of any real or perceived conflicts of interest with regards to IUCN and its Mission.
4. I agree to declare to IUCN any real or perceived emerging conflicts of interests I may have concerning IUCN. I acknowledge that IUCN may terminate any contracts with me that would, in IUCN sole discretion, be negatively affected by such conflicts of interests.
5. I have never been convicted of grave professional misconduct or any other offence concerning my professional conduct.
6. I have never been convicted of fraud, corruption, money laundering, supporting terrorism or involvement in a criminal organisation.
7. I acknowledge that engagement in fraud, corruption, money laundering, supporting terrorism or involvement in a criminal organisation will entitle IUCN to terminate any and all contracts with me with immediate effect.
8. I am not included in the UN Security Council Sanctions List, EU Sanctions Map, US Office of Foreign Assets Control Sanctions List, or the World Bank listing of ineligible firms and individuals. I agree that I will not provide direct or indirect support to firms and individuals included in these lists.
9. I have not been, am not, and will not be involved or implicated in any violations of Indigenous Peoples' rights, or injustice or abuse of human rights related to other groups or individuals, including forced evictions, violation of fundamental rights of workers as defined by the International Labour Organization's (ILO) Declaration on the Fundamental Principles and Rights at Work, child labour, sexual exploitation, sexual abuse, or sexual harassment.

<Date and Signature>