

Call for Quotation/Application for Consultancy Services

Title: Technical Support for Integrated Multi-Trophic Aquaculture–Recirculating Aquaculture System Plus Mangrove (IMTA–RAS–M).

Objective of the Consultancy

The overall objective of this consultancy is to provide technical expertise for the design, installation, capacity building, and monitoring of Integrated Multi-Trophic Aquaculture–Recirculating Aquaculture System Plus Mangrove (IMTA–RAS–M) demonstration models under the project "Increasing Coastal Resilience in the Mekong Delta through Mangrove Restoration and Hybrid Nature-based Solutions in Sóc Trăng and Bạc Liêu."

Background

The coastal areas of Sóc Trăng and Bạc Liêu are increasingly vulnerable to sea-level rise and extreme weather events. Extensive mangrove clearance has exposed shorelines to accelerated erosion, as the loss of trees reduces wave attenuation and soil stabilization. In the Mekong Delta—home to approximately 75% of Viet Nam’s mangroves—mangrove degradation is driven by declining sediment supply, sea-level rise (SLR), and human interventions such as sea dike construction, shrimp farming, and groundwater extraction, which has led to significant land subsidence.

Despite environmental pressures, shrimp farming remains one of the few viable livelihood options for relatively poor coastal communities, particularly in areas where salinity levels are too high for crop cultivation. As a result, both the sustainability of the shrimp sector and mangrove conservation are national priorities. To ensure long-term environmental, social, and economic sustainability, a new production model based on Recirculating Aquaculture Systems and Integrated Multi-Trophic Aquaculture (RAS–IMTA) is needed.

Project Reference: P04762

RfP Reference: RQ000893

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.

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About the Project

With funding from TCCF, IUCN proposes to pilot several RAS–IMTA–M models in Sóc Trăng and Bạc Liêu over a three-year period (2024–2026). The project aims to expand mangrove coverage inside sea dikes in coastal communes by testing and scaling up a hybrid nature-based solution (NbS) that combines mangrove restoration—through natural and assisted regeneration—with the conversion of shrimp farming from large, open-air ponds to hyper-intensive RAS. These systems can produce up to 20 times more shrimp per unit area while significantly reducing disease risks.

Position Details – Team Lead Consultant

- **Title:** Lead consultant team
- **Category:** National Individual Consultant
- **Duration:** 40 working days from July 2026 – December 2026
- **Payment Modality:** Delivery-based (against accepted deliverables)

Position Details – Environmental Consultant

- **Title:** Environmental Specialist
- **Category:** National Individual Consultant
- **Duration:** 40 working days from July 2026 – December 2026
- **Payment Modality:** Delivery-based (against accepted deliverables)

Position Details – Fisheries Consultant

- **Title:** Fisheries Specialist
- **Category:** National Individual Consultant
- **Duration:** 30 working days from July 2026 – December 2026
- **Payment Modality:** Delivery-based (against accepted deliverables)

Position Details – Seaweed/ Mangrove Consultant

- **Title:** Seaweed/ Mangrove Specialist
- **Category:** National Individual Consultant
- **Duration:** 30 working days from July 2026 – December 2026
- **Payment Modality:** Delivery-based (against accepted deliverables)

Description of the Assignment

The consulting team will be responsible for the following tasks. That includes:

1. *Field Survey:* Conduct a survey, select and negotiate with at least 3 farmers to collect data for designing IMTA – RAS - M models.
2. *System Design:* Develop technical layouts, cost estimation for equipment, operational guidelines, and water monitoring during the first production cycle.
3. *On-Site Support and Training:* Support to install the RAS models and provide technical advice for one production cycle for 03 farmers.
4. *Environmental monitoring:* Monitor water quality and shrimp disease
5. *Supervise the production cycle and data collection:* daily supervision and data collection to ensure the successful completion of the production cycle.
6. *Analyse data and provide the final report:* all collected data needs to be analysed and included in a final report.

Scope of Work

Where a proposal is submitted by a group of individual consultants, the consultants will work under the overall direction of the designated Team Lead. The scope of work for each consultant is as follows:

Consultant 1: Team Lead

- Outline the implementation approach, work plan, timeline, methodology, data collection tools, stakeholder engagement strategy, and quality assurance measures for the consultancy.
- Develop a transparent and practical set of criteria for selecting participating households for the RAS-IMTA-M demonstration, including technical, environmental, socio-economic, and commitment-related considerations. The checklist shall be validated with IUCN and relevant local stakeholders.

- Prepare site-specific technical designs and layouts for the integrated RAS-IMTA-M systems, including system components, dimensions, water flow, equipment specifications, and operational recommendations for each selected household.
- Conduct field surveys to assess the suitability of candidate households and facilitate consultations with farmers to confirm their participation.
- Provide technical supervision and advisory support throughout one production cycle for three demonstration households.
- Compile and analyse all technical, environmental, and production data collected during the consultancy.
- Prepare a comprehensive final report summarizing the implementation process, system performance, lessons learned, recommendations for improvement, and potential for scaling up the RAS-IMTA-M model.

Consultant 2: Environmental Specialist

- Support the team lead to develop the approach work plan, timeline, methodology, data collection tools, stakeholder engagement strategy, and quality assurance measures for the consultancy.
- Work with the team to prepare site-specific technical designs and layouts for the integrated RAS-IMTA-M systems, including system components, dimensions, water flow, equipment specifications, and operational recommendations for each selected household.
- Provide technical supervision and advisory support throughout one production cycle for three demonstration households.
- Collect and analyse all technical, environmental, and production data collected during the consultancy.
- Compile and report all technical, environmental, and production data collected during the consultancy.

Consultant 3: Fisheries Specialist

- Collaborate with the consultancy team to develop site-specific technical designs and layouts for the integrated RAS-IMTA-M systems, including system components, dimensions, water flow, equipment specifications, fisheries components, and operational recommendations for each selected household.
- Provide technical supervision and advisory support on fisheries management throughout one production cycle for three demonstration households to ensure the effective implementation of the RAS-IMTA-M model.
- Monitor the performance of the fisheries component across all three demonstration households, including fish health, growth, survival, water quality, and overall system performance.
- Provide technical guidance and hands-on support to participating farmers on fisheries management, including stocking, feeding, health management, and integration with other components of the RAS-IMTA-M system.

- Collect, analyse, and document technical, environmental, and production data related to the fisheries component, and contribute technical inputs, lessons learned, and recommendations to the consultancy's final report.

Consultant 4: Seaweed/ Mangrove Specialist

- Collaborate with the consultancy team to develop site-specific technical designs and layouts for the integrated RAS-IMTA-M systems, including Seaweed/ Mangrove integration, system components, dimensions, water flow, equipment specifications, and operational recommendations for each selected household.
- Provide technical guidance, supervision, and advisory support on Seaweed/ Mangrove cultivation and mangrove integration throughout one production cycle for three demonstration households to ensure effective implementation of the RAS-IMTA-M model.
- Coordinate the sourcing, supply, and technical management of Seaweed/ Mangrove for all three demonstration households, ensuring the quality and suitability of planting materials.
- Monitor the performance of the Seaweed/ Mangrove component, collect technical, environmental, and production data, and document lessons learned throughout the production cycle.
- Contribute to the analysis and consolidation of monitoring results and prepare technical inputs for the consultancy's final report, including recommendations for improving and scaling up the RAS-IMTA-M model.

Deliverables and Timeline

Consultant 1: Team Lead

No.	Description	Deliverable	Due Date
1	Preparation	Detailed work plan and methodology	30 July, 2026
2	Development of HHs selection criteria	Criteria checklist	30 July, 2026
3	Development RAS-IMTA-M design	Technical layouts	30 July, 2026
4	Conduct a survey and negotiate with farmers	Survey report	10 August, 2026
5	Supervise the production cycle of 3 HHs	Recording minutes	15 October, 2026
6	Review all data and consolidate all reports to the final report	Final report	15 December, 2026

Consultant 2: Environmental Specialist

No.	Description	Deliverable	Due Date
1	Preparation	Detailed work plan and methodology	30 July, 2026

2	Development of HHs selection criteria	Criteria checklist	30 July, 2026
3	Development RAS-IMTA-M design	Technical layouts	30 July, 2026
4	Conduct a survey and negotiate with farmers	Survey report	10 August, 2026
5	Supervise the production cycle of 3 HHs	Recording minutes	15 October, 2026
6	Collect and analyse monitoring data and consolidate in the monitoring report	Monitoring report	10 November, 2026

Consultant 3: Fisheries Specialist

No.	Description	Deliverable	Due Date
1	Development of Fisheries in RAS-IMTA-M Design	RAS IMTA Technical layouts	30 July, 2026
2	Supervise the fisheries in the production cycle of 3 HHs	Guidance documents/ monitoring report	15 October, 2026
3	Collect and analyse monitoring data on the fish in the systems	Technical report	10 November, 2026

Consultant 4: Seaweed/ Mangrove Specialist

No.	Description	Deliverable	Due Date
1	Development of Seaweed/Mangroves in RAS-IMTA-M Design	RAS IMTA Technical layouts	30 July, 2026
2	Supervise the seaweed/mangroves in the production cycle of 3 HHs	Guidance documents/ monitoring report	15 October, 2026
3	Collect and analyse monitoring data on the Seaweed/ Mangrove and mangrove components of the integrated RAS-IMTA-M system	Technical report	10 November, 2026

Duration and Level of Effort

The assignment will be completed within 6 months with an estimated level of effort of max 140 days for 4 consultants, allocated as follows:

- Conduct surveys, select and negotiate with at least 3 farmers to collect data for designing IMTA – RAS - M models: 20 days
- Develop technical layouts, cost estimation for equipment, operational guidelines, and water monitoring during the first production cycle: 30 days

- Supervise the installation of the RAS models and provide technical advice for one production cycle for 03 farmers: 20 days
- Monitor all water quality parameters and shrimp disease: 20 days
- Supervise the production cycle and provide the final report: 30 days
- Analyse result and finalize the final report: 20 days

Qualifications and Experience

Consultant 1: Team Leader

- PhD degree in Aquaculture, Fisheries, Environmental Science, Marine Science, or a related field, with demonstrated technical expertise in shrimp farming
- At least 20 years of experience in RAS-IMTA research with demonstrated technical expertise in shrimp farming in the Mekong Delta.
- Familiarity with project development and community consultation in conservation or sustainable livelihoods.
- Excellent written and spoken Vietnamese and English. Experience in participatory conservation planning and community engagement.
- Strong analytical, facilitation, and communication skills.

Consultant 2: Environmental Specialist

- PhD degree in Aquaculture, Fisheries, Environmental Science, Marine Science, or a related field, with demonstrated technical expertise in environmental monitoring
- At least 20 years of experience in RAS-IMTA research with demonstrated technical expertise in shrimp farming in the Mekong Delta.
- Familiarity with project development and community consultation in conservation or sustainable livelihoods.
- Excellent written and spoken Vietnamese and English. Experience in participatory conservation planning and community engagement.
- Strong analytical, facilitation, and communication skills.

Consultant 3: Fisheries Specialist

- PhD degree in Aquaculture, Fisheries, Environmental Science, Marine Science, or a related field, with demonstrated technical expertise in brackish fish farming
- At least 20 years of experience in RAS-IMTA research with demonstrated technical expertise in shrimp farming in the Mekong Delta.
- Familiarity with project development and community consultation in conservation or sustainable livelihoods.
- Excellent written and spoken Vietnamese and English. Experience in participatory conservation planning and community engagement.
- Strong analytical, facilitation, and communication skills.

Consultant 4: Seaweed/ Mangrove Specialist

- PhD degree in Aquaculture, Fisheries, Environmental Science, Marine Science, or a related field, with demonstrated technical expertise in brackish Seaweed/ Mangrove farming
- At least 20 years of experience in RAS-IMTA research with demonstrated technical expertise in shrimp farming in the Mekong Delta.

- Familiarity with project development and community consultation in conservation or sustainable livelihoods.
- Excellent written and spoken Vietnamese and English. Experience in participatory conservation planning and community engagement.
- Strong analytical, facilitation, and communication skills.

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

Applications are welcome from either individual consultants or a group of individual consultants. Where a proposal is submitted by a group, separate individual consultancy contracts will be issued to each selected consultant.

Eligibility Requirements:

Applicants must:

- Be free of any conflict of interest.
- Be a citizen of Vietnam (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)
- Budget that includes consultant fees (by day rate or lump sum).
- Signed Declaration in relation to IUCN (template attached)

Submission Details:

- Submission Deadline: 19 July 2026
- Email Address: phong.nguyenthanh@iucn.org
- Email Subject Line: Consultant proposal_RQ000893_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

School, Country		
Degree		
Degree Title		
Area of Study		
Dates	From:	To

School, Country		
Degree		
Degree Title		
Area of Study		

Dates	From:	To
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School, Country		
Degree		
Degree Title		
Area of Study		
Dates	From:	To

School, Country		
Degree		
Degree Title		
Area of Study		
Dates	From:	To

EMPLOYMENT/CONSULTANCY DETAILS

Note: the tables can be added as per the requirement

Employment Dates	From	To
Employer		
Country		
Position		
Field of Activities		
Duties and Responsibilities		

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Employment Dates	From	To
Employer		
Country		
Position		
Field of Activities		
Duties and Responsibilities		

Employment Dates	From	To
Employer		
Country		
Position		
Field of Activities		

<i>Duties and Responsibilities</i>	
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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>