



**United Nations Development Programme  
Country: NAURU**

**ANNEXES to the PROJECT DOCUMENT**

**Implementing a “Ridge to Reef” approach to protect biodiversity and ecosystem functions in Nauru (R2R Nauru).**

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## **Annex 2: Inception Workshop Report**

# **REPORT ON NATIONAL INCEPTION and PROJECT DESIGN WORKSHOPS NAURU RIDGE TO REEF PROJECT GEF 5 STAR PROJECT PREPARATION GRANT (PPG)**

This report summarises the activities undertaken and corresponding results achieved during the in country visits of the UNDP team, including changes identified between the PIF and PPG project and specific project activities, pilot project sites, management arrangements, baseline data reports and project connectivity and workshop programmes and attendance. The report has been prepared by the in country UNDP team consisting of Mr. Stephen Lindsay (Project Consultant), Ms. Emma Mario (UNDP Environmental Programme Analyst) and Ms. Shoko Takemoto (UNDP Regional Technical Specialist) (10 February through to 02.March, 2014).

### **Introduction**

The GEF 5 STAF Nauru Ridge to Reef PPG inception and project design workshops were held in Nauru on Wednesday the 19<sup>th</sup> and Wednesday the 26<sup>th</sup> of February, 2014, respectively. Nine (9) participants attended the Inception workshop and an additional 18 participants were met individually to discuss the inception programme and twenty seven (27) participants attended the project design workshop, including community representatives from each of the R2R project sites. The two workshops were well attended with helpful and constructive discussion and inputs provided by the participants who representative key government and Community Based Organisations (CBO) stakeholders. Annex 1 provides a list of all attendees at both the Inception and project design workshops and those stakeholders the UNDP team met individually.

Key inception and project design workshop objectives and results included;

1. Awareness and support for the Nauru Ridge to Reef Project PPG and key Global Environment Facility/UNDP requirements and processes was achieved through the provision of background information;
2. Key national stakeholders were introduced to the UNDP consultant team, individual backgrounds, project roles, key meeting goals and information requirements;
3. Key national projects (recent past, current and pending) were highlighted, discussed and background information and reports provided to the UNDP consultant team.
4. Through discussions (formal and informal) full support for the R2R project was provided by both government and community stakeholders including the proposed mission programme, list of agencies and CBO's to met to discuss the project and time frames.
5. Detailed project description was provided discussing the formulation of the PIF, UNDP/GEF review process, PIF acceptance and the PPG formulation and development including stakeholder roles and participation. Including outcomes and outputs, project management arrangements and delivery expectations, pilot sites, pilot activities and community participation and their respective roles in the implementation of the ridge to reef project.
6. Undertook extensive stakeholder dialogue, feedback and review of all aspects of the projects outcomes, outputs and specific actions were developed. Through consensus, agreements were reached on all aspects of the project and details documented, which are included in the draft PPG.

7. Project sites were discussed resulting in five (5) project sites agreed which include the communities in the districts of Ananbar, Anibare, Buada, Ijuw and Meneng and specific output and actions agreed. All districts and communities were visited by the UNDP team and specific activities confirmed.
8. Minor changes to the original PIF were identified, agreed and documented by all stakeholders through the in country dialogue and activities.
9. There was no changes in the PIF indicative grant amount for the three focal areas, however increases in all three focal areas associated with the PPG Co financing was obtained during the in country visit.
10. Connectivity with existing conservation/management projects and development partners were identified, including potential collaboration and up scaling and incorporated into the final PG document;
11. Identification and collection of key data and information relevant to the compilation of the full sized proposal.

### **Project Sites:**

Through considerable government and community stakeholder discussions, five (5) districts comprising of a single community per district were agreed to be the projects sites to undertake the work programme of the Nauru R2R project. This includes the districts of Ananbar, Anibare, Ijuw, Meneng and Buada. The first four communities include marine and terrestrial environments whilst the last community, Buada is land locked however possess a biological unique brackish water “lagoon” that is connected through the island to the ocean. The coastal areas within these districts covers approximately 6 kilometres which is roughly one third of the nation’s coast line and the land area covers roughly half of the nations land mass. A report outline of the projects site profiles report is included in Annex 2. The figure below provides the location of each of these districts in relation to the island and details the activities that have been agreed to be undertaken by the R2R project.



PIF Outputs	PPG Outputs
<b>Outcome 1</b>	
<p>1.1.1 Network of locally managed marine areas (LMMAs) established covering at least 15% of Nauru's total coastline, equivalent to about 2.8 km. through community actions and supporting enabling government actions such as ordinances and regular budget allocation</p> <p>1.1.2. LMMAs strengthened through development and implementation of management plans following participatory approaches and Integrated Coastal Management to address threats, including climate change impacts; guidelines for utilizations of LMMAs including closed seasons and closed areas agreed on and implemented.</p>	<p>1.1.1 Network of locally managed marine areas (LMMAs) established covering at least 33% of Nauru's total coastline, equivalent to about 6km through community actions and supporting enabling government actions such as ordinances and regular budget allocation.</p> <p>1.1.2. Same as the PIF.</p>
<b>Outcome 2</b>	
<p>2.1.1 Biophysical, demographic and socioeconomic assessments conducted in the entire island, focusing on the bottom-side and applicable 'ridge' areas and topside not covered by mining.</p> <p>2.1.2 Integrated land-use plan developed for the bottom-side and applicable 'ridge' and topside areas that are not covered by mining through review of the draft land-use plan and patterns of land ownership.</p> <p>2.1.3 Soil and water conservation measures implemented, including through rehabilitation of degraded land in 'ridge' and topside areas using economic species such as fruit trees and increase of communal water storage facilities in four water-stressed areas to support home gardens and household water supply.</p> <p>2.1.4 Drought- and salt-tolerant food crops tested and practices disseminated to communities and households building on initiatives of bilateral and multilateral organizations.</p> <p>2.1.5 Innovative measures implemented (e.g. small scale solid and wastewater treatment systems, composting toilets and artificial wetland wastewater filtration) to reduce pollution loads by at least 10% on LMMAs to improve ecosystem health and sustain ecosystem services. This is based on successes of pilot demonstrations of the IWRM project and as a way of implementing the national IWRM plan.</p>	<p>2.1.1. Same as the PIF.</p> <p>2.1.2. Integrated agriculture land-use plan developed for the bottom-side and applicable 'ridge' and topside areas that are not covered by mining through review of the draft land-use plan and patterns of land ownership for the project districts/sites.</p> <p>2.1.3. Soil and water conservation measures implemented, including through rehabilitation of degraded land in 'ridge' and topside areas using economic species such as fruit trees and increase of communal water storage facilities in the projects five water-stressed districts to support home gardens and household water supply.</p> <p>2.1.4. Same as the PIF.</p> <p>2.1.5. Same as the PIF.</p>
<b>Outcome 3</b>	
<p>3.1.1 Relevant policies developed for key sectors such as environment, waste management, natural resource management, coastal fisheries, agriculture and land-use" developed.</p>	<p>3.1.1. Same as the PIF.</p>

<p>3.1.2 Capacity strengthening of national agencies such as DCIE (agriculture, environment, ecotourism etc.), Nauru Fisheries and Marine Resource Authority (coastal division). DCIE: 15, NFMRA: 15, NUC (Nauru Utilities Corp): 5, Ministry of Health: 5, Nauru Rehabilitation Corp: 5, in the following areas: policy formulation, including drafting of legislation; monitoring and evaluation (impacts, water quality, etc); project implementation/management and oversight; GIS; land-use planning; among others</p> <p>3.1.3 All local leaders in 17 communities capacitated towards biodiversity conservation, sustainable land management and climate change adaptation through appropriate trainings and other capacity building activities focusing on: project management, land-use planning, LMMA and ICM</p>	<p>3.1.2. Same as the PIF.</p> <p>3.1.3. All local leaders in <b>the projects 5 districts</b> capacitated towards biodiversity conservation, sustainable land management and climate change adaptation through appropriate trainings and other capacity building activities focusing on: project management, land-use planning, LMMA and ICM.</p>
<p><b>Outcome 4</b></p>	
<p>4.1.1 Integrate data and information on biodiversity and sustainable land management and relevant sectors on CLiDE (Climate Database for Environment)</p> <p>4.1.2 Knowledge products (videos, photo stories, flyers, brochures) on all thematic areas and best practices developed and disseminated through various media (print and broadcast).</p>	<p>4.1.1. Integrate data and information on biodiversity and sustainable land management and relevant sectors on the Environment <b>(CLiDE data base removed)</b></p> <p>4.1.2. Same as the PIF.</p>

## Project Activities

Through extensive discussions (e.g. inception meetings, PPG workshop, individual meetings, literature review and site visits) the project activities have been indentified, reviewed and agreed upon by all stakeholders. Project activities are directly linked between neighbouring districts to ensure connectivity and ridge to reef coverage. Each district includes the linkages between coastal inshore activities and land based water and waste management activities. The districts of Ananbar, Anibare, Ijuw, Meneng include coastal and inshore water activities associated with the development of Local Marine Management Areas (LMMA) and direct linkages to terrestrial systems, whilst Buada district does not have a coastal component however it will have a LMMA associated with its unique inland brackish water lagoon. Buada district houses the nations tree and food crop nursery which will be play an essential role in the delivery of a number of the R2R key outcomes. Key R2R project activities include;

Component	Activities
1	<ul style="list-style-type: none"> <li>➤ LOA between DCIE and NFMRA to officialise NFMRA's role as executing partner;</li> <li>➤ Fisheries Act review – finalisation;</li> <li>➤ Gazetting of approved Fisheries Act;</li> <li>➤ Public consultation/Workshops of the Act and regulations;</li> <li>➤ LMMA framework;</li> <li>➤ LMMA public consultation/workshops/Awareness/Education programmes;</li> <li>➤ Monitoring &amp; Evaluation Framework for LMMAs, including periodic monitoring of LMMAs;</li> <li>➤ Alternative livelihoods: FADs and Canoes;</li> </ul>



	<ul style="list-style-type: none"> <li>➤ Recruit a LMMA Officer (full time);</li> <li>➤ Data collection programme reduction of inshore fishing pressure due to alternative livelihood interventions;</li> <li>➤ Study tour LMMA CBO and government; and</li> <li>➤ Coastal and near shore waters circulation and current study; and</li> <li>➤ Funds for travel (regionally-organized R2R meetings);</li> </ul>
<b>2</b>	<ul style="list-style-type: none"> <li>➤ Review of recent assessments on biophysical, demographic and social economic indicators for the entire island of Nauru (review will be based on 2011 population census report and household income &amp; expenditure survey (HIES);</li> <li>➤ Draft an integrated agricultural Land Use management plan for the five project districts;</li> <li>➤ Review- finalise the draft solid waste management plan including recommendations for piggery and poultry waste management;</li> <li>➤ Draft an integrated management plan for the Buada lagoon;</li> <li>➤ Draft a National Biodiversity Invasive Species Strategic and Action Plan;</li> <li>➤ Monitoring &amp; Evaluation Framework for soil conservation and water management measures;</li> <li>➤ Distribute seedlings and planting of fruit trees and root crops;</li> <li>➤ Study Tour - crops planting and integrated farming (piggeries/chicken);</li> <li>➤ Water management systems - metal roof replacement in the 5 project districts;</li> <li>➤ Compositing toilets distribution and piloting programme in all 5 project districts;</li> <li>➤ Piggery waste management piloting programme;</li> <li>➤ Recruit a Agriculture Officer (full time);</li> <li>➤ Agriculture public consultation/workshops/Awareness/Education programmes;</li> <li>➤ Study tour Agriculture department (improvement of crops/fruit trees and integrated farming practises); and</li> <li>➤ Funds for travel (regionally-organized R2R meetings).</li> </ul>
<b>3</b>	<ul style="list-style-type: none"> <li>➤ The development of the DCIE Corporate Plan;</li> <li>➤ Waste Management Policy Framework for DCIE;</li> <li>➤ Environmental &amp; Social Safeguard Policies and Guidelines for DCIE;</li> <li>➤ Land Use Policy Framework for Agriculture Division;</li> <li>➤ Training for government and NFMRA staff on drafting of legislation, M &amp; E, project implementation &amp; oversight, GIS, land-use planning; and</li> <li>➤ Government and public consultation/workshops/Awareness/Education programmes.</li> </ul>
<b>4</b>	<ul style="list-style-type: none"> <li>➤ Professional development training for Communications Officer.</li> <li>➤ Integrated environmental data base system - establishment, operations &amp; maintenance.</li> <li>➤ Web designer to develop a Web site.</li> <li>➤ Recruit a Communication Officer (full time); and</li> <li>➤ Government and public consultation/workshops/Awareness/Education programmes.</li> </ul>
<b>PMU</b>	<ul style="list-style-type: none"> <li>➤ Recruit a Project Management Unit (PMU) Coordinator;</li> <li>➤ Recruit a PMU Assistant;</li> <li>➤ PMU Advisor (UN volunteer); and</li> <li>➤ Purchase a PMU Vehicle.</li> </ul>
<b>M &amp; E</b>	<ul style="list-style-type: none"> <li>➤ Inception Workshop - venue, refreshments;</li> <li>➤ Financial audits (yearly) - consult an audit firm;</li> <li>➤ Mid-Term evaluation (1 international consultant and 1 local consultant); and</li> <li>➤ Final evaluation (1 international consultant and 1 local consultant).</li> </ul>
<b>National Positions</b>	<ul style="list-style-type: none"> <li>➤ LMMA Officer – full time;</li> <li>➤ Agriculture Officer – full time;</li> <li>➤ Communication Officer – full time;</li> <li>➤ National consultant’s counterparts- consultancy specific;</li> <li>➤ Fisheries data collection officers – district based;</li> <li>➤ National lawyer – LMMA bye laws;</li> </ul>

## Management Arrangements

Through discussions during the workshops and face to face meetings it was agreed that the Department of Commerce, Industry and Environment (DCIE) will be the GEF focal point and Government Project Executive Agency (EA) for the Nauru R2R project. The Division of Agriculture (DoA) (DCIE) and the Nauru Fisheries and Marine Resource Authority (NFMRA) will be the main implementing partners responsible for the achievement of the majority of the projects outcomes and outputs. UNDP is the GEF implementing agency (IA) for this project. It was agreed that the UNDP regional Pacific country office (Fiji) will support the projects implementation by maintaining the project budget, expenditures, contracting international consultants and sub contactors, procurement and providing assistance to the National Executive Agency. The UNDP country office will monitor and manage the projects implementation and achievements of the projects outputs and ensure due diligence, professional accountability, and proper use of UNDP/GEF funds.

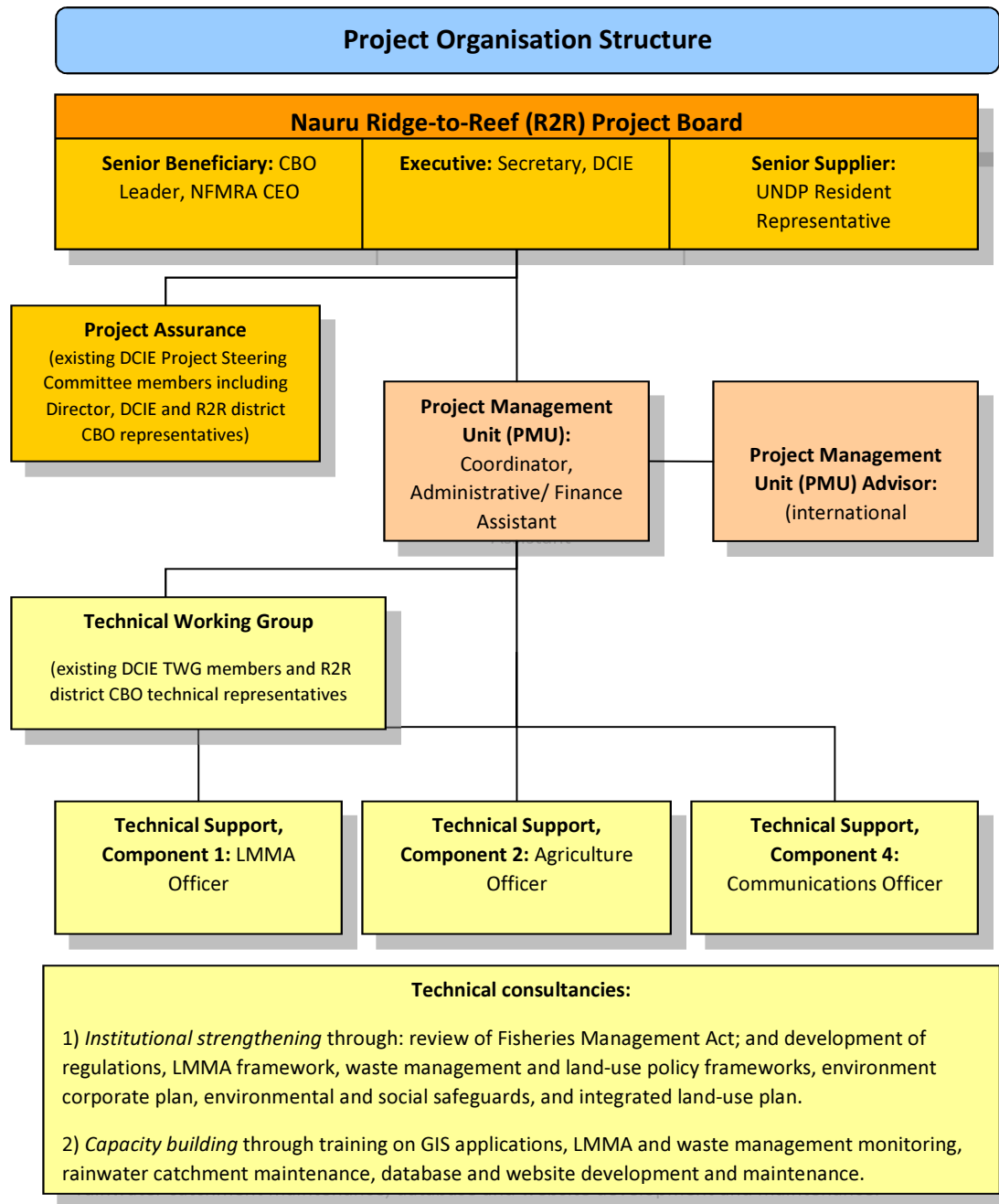
A Letter of Agreement was drafted outlining the above and shared with DCIE and NFMRA during the in country mission and co financing letters from DCIE and NFMRA for the project were discussed and obtained.

The indicative grant amount for the three focal Area Objectives identified in the PIF remained the same for the PPG. The indicative co financing component for the three focal Area Objectives identified in the PIF change with an increase in all three components co-financing sources. The table below identifies the changes (highlighted in green) and includes the source of co financing funds.

Focal Area Objectives	Trust Fund	Indicative Grant Amount (US\$)		Indicative Co-financing (US\$)		Sources
		PIF	PPG	PIF	PPG	
BD -2	GEF TF	1,789,829	1,789,829	1,600,000	2,114,000	NFMRA
LD -3	GEF TF	699,429	699,429	1,553,000	2,053,000	EU/GCCA (rainwater harvesting system), AusAID (improving water storage capacity), DCIE (50% in kind).
IW -1	GEF TF	155,100	155,100	3,200,000	4,200,000	PEC funds (desalination improve house hold water/sanitation supply), DCIE 50% in kind).
<b>Total Project Costs</b>		<b>2,644,358</b>	<b>2,644,358</b>	<b>6,353,000</b>	<b>8,367,000</b>	

## Project Organisation Structure

Through discussions during the workshops and face to face meetings specifically with DCIE and key stakeholders it was agreed that the Nauru R2R project structure will be as identified below. Key interventions that were discussed was the inclusion of R2R project district CBO representatives actively involved and included in the Project Assurance and Technical working group. This was included to ensure project activities are fully understood and integrated into the districts the R2R project we be working in. Education, awareness and involvement of all stakeholders was clearly identified as a major issue that is required for the successfully delivery of this project.



## R2R In-country Planning

Documents prepared and distributed to Government and relevant community CBO in preparation of and during the in country visit are provided in Annex's 3 -7. This includes;

- Annex 4: R2R Project Mission Terms of Reference (10<sup>th</sup> – 28<sup>th</sup> February, 2014).
- Annex 5: R2R Project Formulation Mission Draft Programme (10<sup>th</sup> – 28<sup>th</sup> February, 2014).
- Annex 6: National Inception Workshop for the Nauru Ridge to Reef Project GEF Preparation Grant (PPG). Friday the 14<sup>th</sup> of February, 2014 (2.00 – 5.00 pm).

- Annex 7: National Workshop for the Nauru Ridge to Reef Project GEF Preparation Grant (PPG) Wednesday 26<sup>th</sup> of February, 2014 (10.00am-02.00pm)

**Annex 1: List of Government and District/Community met during the in country input and Participant List for the PPG Inception and Workshop formal meetings.**

Participant Name	Position	Organisation	Email
<b>Wednesday, 19 February: PPG Formal Inception Workshop: Government and Community Representatives.</b>			
1. Ms. Emma Mario	Programme Analyst	UNDP	<a href="mailto:Emma.mario@undp.org">Emma.mario@undp.org</a>
2. Mr. Steve Lindsay	R2R Consultant	UNDP	<a href="mailto:Steve@iasaustralia.com">Steve@iasaustralia.com</a>
3. Mr. Berrick Dowiyogo	IIB Coordinator	DCIE	<a href="mailto:bdwiyogo@gmail.com">bdwiyogo@gmail.com</a>
4. Mr. Hansome Adumir	President	Denig Community	
5. Mr. Samuel Grundler	President	Boe Community	<a href="mailto:Samuel.grundler@naurugov.nr">Samuel.grundler@naurugov.nr</a>
6. Mr. David Dowiyogo	President	Baitsi Community	<a href="mailto:ddwiyogo@yahoo.com">ddwiyogo@yahoo.com</a>
7. Ms. Madeleine Dube	President	Aiwo Community	
8. Ms. Lemme Thubert	Secretary	Anabar Community	<a href="mailto:lemmhubert@gmail.com">lemmhubert@gmail.com</a>
9. Mr. Haseldon Buraman	IWRM	DCIE	<a href="mailto:haseldon@gmail.com">haseldon@gmail.com</a>
21. Ms. Erana Auklik	NBSAP	DCIE	<a href="mailto:Erana12@gmail.com">Erana12@gmail.com</a>
<b>Government &amp; Community Representatives met Separately by the UNDP to Discuss the Inception Phase of the R2R in country visit.</b>			
1. Mr. Elkoga Gadabu	Secretary	DCIE	
2. Mr. Bryan Star	Director	DCIE	<a href="mailto:bryanstar@gmail.com">bryanstar@gmail.com</a>
3. Mr. Haseldon Buraman	IWRM	DCIE	<a href="mailto:haseldon@gmail.com">haseldon@gmail.com</a>
4. Ms. Claudette Wharton	GCCA PSIS Project	DCIE	<a href="mailto:Clarde.s.wharton@gmail.com">Clarde.s.wharton@gmail.com</a>
5. Mr. Regan Moses	Climate Change Unit	DCIE	<a href="mailto:Reagan.moses@gmail.com">Reagan.moses@gmail.com</a>
6. Mr. Berrick Dowiyogo	IIB Coordinator	DCIE	<a href="mailto:bdwiyogo@gmail.com">bdwiyogo@gmail.com</a>
7. Ms. Salodina Thoma	Director	Division of Agriculture, DCIE	<a href="mailto:Solodina.thoma@naurugov.nr">Solodina.thoma@naurugov.nr</a>
8. Ms. Sharona Ephraim	Agriculture Officer	Division of Agriculture, DCIE	<a href="mailto:leilaniniac@gmail.com">leilaniniac@gmail.com</a>
9. Mr. Being Yeeting	ISP Fisheries Advisor	NFMRA	<a href="mailto:byeetting@gmail.com">byeetting@gmail.com</a>
10. Ms. Darlyne Harris	Coastal Manager	NFMRA	<a href="mailto:dmauhartz@gmail.com">dmauhartz@gmail.com</a>
11. Ms. Bianca Bernicke	Coastal Community Officer	NFMRA	<a href="mailto:czarsu@hotmail.com">czarsu@hotmail.com</a>
12. Mr. Tony Stanley	Acting Secretary	Ministry of Finance (MoF)	
13. Mr. Seve Paeniu	Advisor	Ministry of Finance (MoF)	
14. Mr. Mike Aroi	Secretary	Ministry of Foreign Affairs (MoFA)	
15. Mr. Vicent Scotty	Director of Public Health	Department of Public Health (DPH)	
16. Mr. Samuel Grundler	Officer	Division of Planning & Aid (PAD)	<a href="mailto:Samuel.grundler@naurugov.nr">Samuel.grundler@naurugov.nr</a>

17. Mr. John Limen	Deputy Secretary for Planning and Aid Division	Department of Treasury	
18.		Nauru Utilities Corporation	
19. Ms. HelgaBara Bragodottir	Country Development Officer	UN Office	<a href="mailto:Helgabara.bragadottir@unwomen.org">Helgabara.bragadottir@unwomen.org</a>
<b>Wednesday, 26 February: PPG Formal Workshop: Government and Community Representatives.</b>			
1. Ms. Emma Mario	Progamme Analyst	UNDP	<a href="mailto:Emma.mario@undp.org">Emma.mario@undp.org</a>
2. Mr. Steve Lindsay	R2R Consultant	UNDP	<a href="mailto:Steve@iasaustralia.com">Steve@iasaustralia.com</a>
3. Ms. Shoko Takemoto	Regional Technical Specialist	UNDP-GEF	<a href="mailto:Shoko.takemoto@undp.org">Shoko.takemoto@undp.org</a>
4. Mr. Berrick Dowiyogo	IIB Coordinator	DCIE	<a href="mailto:bdwiyogo@gmail.com">bdwiyogo@gmail.com</a>
5. Ms. Salodina Thoma	Director	Division of Agriculture, DCIE	<a href="mailto:Solodina.thoma@naurugov.nr">Solodina.thoma@naurugov.nr</a>
6. Ms. Sharona Ephraim	Agriculture Officer	Division of Agriculture, DCIE	<a href="mailto:leilaniniac@gmail.com">leilaniniac@gmail.com</a>
7. Ms. HelgaBara Bragodottir	Country Development Officer	UN Office	<a href="mailto:Helgabara.bragadottir@unwomen.org">Helgabara.bragadottir@unwomen.org</a>
8. Mr. Marcus Tom	CBO representative	Ewa Community	<a href="mailto:Marcustom@yahoo.com">Marcustom@yahoo.com</a>
9. Mr. John Detageouwa	CBO representative	Nibok Community	
10. Mr. Randolph Scotty	CBO representative	Anabar Community	
11. Mr. Titus Aubiat	CBO representative	Ewa Community	
12. Mr. Maxwell Gadaraoa	CBO representative	Anibare Community	<a href="mailto:rekstudio@gmail.com">rekstudio@gmail.com</a>
13. Ms. Lemme Hubert	CBO representative	Anabar Community	<a href="mailto:lemmhubert@gmail.com">lemmhubert@gmail.com</a>
14. Ms. Claudette Wharton	GCCA PSIS Project	DCIE	<a href="mailto:Clarde.s.wharton@gmail.com">Clarde.s.wharton@gmail.com</a>
15. Mr. Being Yeeting	ISP Fisheries Advsiors	NFMRA	<a href="mailto:byeetting@gmail.com">byeetting@gmail.com</a>
16. Mr. David Dowiyogo	NCBO Chairman	NCBO	<a href="mailto:ddwiyogo@yahoo.com">ddwiyogo@yahoo.com</a>
17. Mr. Samuel Grundler	COB representative	Boe Community	<a href="mailto:Samuel.grundler@naurugov.nr">Samuel.grundler@naurugov.nr</a>
18. Mr. Regan Moses	Climate Change Unit	DCIE	<a href="mailto:Reagan.moses@gmail.com">Reagan.moses@gmail.com</a>
19. Mr. Haseldon Buraman	IWRM	DCIE	<a href="mailto:haseldon@gmail.com">haseldon@gmail.com</a>
20. Ms. Erana Auklik	NBSAP	DCIE	<a href="mailto:Eranalik12@gmail.com">Eranalik12@gmail.com</a>
21. Mrs. Elka Buraman	NRC Public Relations Officer	Nauru Rehabilitation Corporation	<a href="mailto:nrcpro5452@gmail.com">nrcpro5452@gmail.com</a>
22. Ms. Bianca Bernicke	Coastal Community Officer	NFMRA	<a href="mailto:czarsu@hotmail.com">czarsu@hotmail.com</a>
<b>Friday, 28 February: PPG workshop meeting with Ijuw and Meneng community representatives.</b>			
1. Ms. Emma Mario	Progamme Analyst	UNDP	<a href="mailto:Emma.mario@undp.org">Emma.mario@undp.org</a>
2. Mr. Steve Lindsay	R2R Consultant	UNDP	<a href="mailto:Steve@iasaustralia.com">Steve@iasaustralia.com</a>
3. Ms. Shoko Takemoto	Regional Technical Specialist	UNDP-GEF	<a href="mailto:Shoko.takemoto@undp.org">Shoko.takemoto@undp.org</a>
4. Mr. Berrick Dowiyogo	IIB Coordinator	DCIE	<a href="mailto:bdwiyogo@gmail.com">bdwiyogo@gmail.com</a>
5. Mr. Tyrone Deiy	President CBO	Ijuw Community	<a href="mailto:tdeiy@gmail.com">tdeiy@gmail.com</a>
6. Mr. Francis Wabeiya	CBO representative	Ijuw Community	

7. Mr. Doneke Kedate	Vice Chairman	Meneng Community	
8. Mr. Jeremiah Jeriel	Chairman	Meneng Community	<a href="mailto:jjeremiah@cenpac.net.nr">jjeremiah@cenpac.net.nr</a>
9. Ms. Darlyne Harris	Secretary	Meneng Community	<a href="mailto:dmauharz@gmail.com">dmauharz@gmail.com</a>

**Annex 2: Outline of the Projects Site Profile Report.**

<b>Title</b>	<b>R2R Project Activities</b>
Location	Description of the projects Districts.
Summary of project site.	Key biophysical attributes social-economic profile and specific project activities to be undertaken.
Timing and Duration	Related to project activities.
Budget	Cost for the interventions.
Outcomes/Outputs/Activities	Aligned to the R2R project
Adaptive Capacity Development	Identify recipients of the intervention.
Risks	Identify
Justification for Project	Identify
Partnerships	Identify and describe.
Potential Project Co-Financing	Identify
Other related projects and potential relationships	Identify and describe linkages

**BUDGET**

<b>R2R Project Activity</b>	<b>Cost Components</b>	<b>Costs (USD)</b>	<b>Total</b>
Complete			



### Annex 3: Project Strategic Framework

<p><b>This project will contribute to achieving the following Country Programme Outcome as defined in UNDAF:</b>          UNDAF Focus Area 1: Environmental Management, Climate Change and Disaster Risk Management          Regional UNDAF Outcome 1.1: Improved resilience of PICTs, with particular focus on communities, through integrated implementation of sustainable environmental management, climate change adaptation/mitigation, and disaster risk management.          Nauru UNDAF Outcome 1.1: National and local capacities sustainably manage environmental and water resources and ability to respond to climate change and natural disasters</p>					
<p><b>UNDAF Outcome Indicators:</b>          Outcome 1.1: % Terrestrial and marine areas protected (MDG7)</p>					
<p><b>Primary applicable Key Environment and Sustainable Development Key Result Area (same as that on the cover page, circle one): 1. Mainstreaming environment and energy OR 4. Expanding access to environmental and energy services for the poor.</b></p>					
<p><b>Applicable GEF Strategic Objective and Program:</b>  <b>BD-2:</b> Mainstream Biodiversity Conservation and Sustainable Use into Production Landscapes, Seascapes and Sectors  <b>LD-3:</b> Integrated Landscapes: Reduce pressures on natural resources from competing land uses in the wider landscape  <b>IW-3:</b> Support foundational capacity building, portfolio learning, and targeted research needs for joint, ecosystem- based management of trans-boundary water systems</p>					
<p><b>Applicable GEF Expected Outcomes:</b>  <b>BD-2:</b> Outcome 2.1: Increase in sustainably managed landscapes and seascapes that integrate biodiversity conservation.          Outcome 2.2: Measures to conserve and sustainably use biodiversity incorporated in policy and regulatory frameworks.  <b>LD-3:</b> Outcome 3.2: Integrated landscape management practices adopted by local communities  <b>IW-3:</b> Outcome 3.3: IW portfolio capacity and performance enhanced from active learning/KM/ experience sharingd</p>					
<p><b>Applicable GEF Outcome Indicators</b>  <b>BD-2:</b> Indicator 2.2: Policies and regulations governing sectoral activities that integrate biodiversity conservation as recorded by the GEF tracking tool as a score.          Indicator 2.3: IAS management framework operational score as recorded by the GEF tracking tool.  <b>LD-3:</b> Indicator 3.1 Policies support integration of agriculture, rangeland, forest, and other land uses          Indicator 3.2 Application of integrated natural resource management (INRM) practices in wider landscapes  <b>IW-3:</b> Stress Reduction Measurements: 6 = Reduced fishing pressure - tons/yr reduction</p>					
Objectives and Outcomes	Indicator	Baseline	Targets End of Project	Source of verification	Risks and Assumptions
<b>1.0 CONSERVATION OF MARINE BIODIVERSITY</b>					
<p><b>OUTCOME 1.1</b>            Improved management effectiveness of new marine conservation areas.</p>	<p>Percentage reduction of inshore fishing through effective application of LMMAs.</p>	<p>Zero</p>	<p>10%</p>	<p>Annual technical reports based on monthly monitoring of inshore catch and wide use of alternative livelihoods.</p>	<p>Lack of awareness by district community members result in non-preservation of LMMAs.</p>
	<p>Percentage increase in alternative livelihoods introduced as a result of LMMAs.</p>	<p>Zero</p>	<p>10%</p>		<p>Community management of LMMAs and associated scientific work is adequately resourced and</p>

					function effectively.
<b>Output 1.1.1</b> Network of locally managed marine areas (LMMAs) established covering at least 33% of Nauru's total coastline, equivalent to about 6km through community actions and supporting enabling government actions such as ordinances and regular budget allocation.	1.1.1.1 Fisheries Act finalised incorporating regulations associated with LMMAs.	Zero	1	MOU/ LOA finalised and operationalized (R2R –DCIE-NFMRA); Communities / stakeholder consultation report; Government approval on Fisheries Act; Passed and gazetted Fisheries Act; National LMMA framework; LMMA network conference reports; Procurement and training documents for monitoring and enforcement equipment; and NFMRA records on number of convictions.	NFMRA officers are unable to successfully undertake enforcement; and lack of resources (finance and HR) to conduct accurate monitoring.  Proper training for NFMRA officers on the short-term and long-term benefits of LMMAs. Include incentives in staff performance management system that are directly linked to LMMA activities.
	1.1.1.2 Framework for LMMA developed.	Zero	1		
	1.1.1.3 Percentage of coast line under management.	Zero	33% (6km)		
<b>Output 1.1.2</b> LMMAs strengthened through development and implementation of management plans following participatory approaches and Integrated Coastal Management to address threats, including climate change impacts; guidelines for utilizations of LMMAs including closed seasons and closed areas agreed on and implemented.	1.1.2.1 Number of district management plans developed and implemented.	1 (Meneng District management plan)	4 new plans	Reports for 20 community/stakeholder consultations; Community Management Plans for 4 districts (Anabar, Anibare, Buada, Ijuw); Records of institutional support; and Reports of two study tours undertaken involving communities and government officials.	Loss of main source of livelihoods for district communities; lack of resources for implementation; and conflicts between district communities.  Proper advocacy for district leaders and community members on the short-term and long-term benefits of LMMAs.
	1.1.2.2 Reduced inshore fishing pressure (kg/year reduction).	Data is not collected yet by NFMRA.	To be determined by end-of-project.		

				off-shore fishing; Monitoring reports on catch from aquaculture-based food-fish.	
<b>2.1 SUSTAINABLE LAND &amp; WATER MANAGEMENT</b>					
<b>OUTCOME 2.1</b> Integrated landscape management practices adopted by local communities living within the 'bottom-side', and applicable 'ridge', and 'topside' areas not covered by mining.	Extent of application of integrated agricultural land-use management practices by communities of all 5 districts.  Extent of application of waste management practices adopted by communities of all 5 districts.	Very little integration of agricultural land-use practices is in-place.  Waste management practices are piloted in 2 private households and 4 schools covering 2 districts only.	By end-of-project, communities in all 5 districts will have fertile and well-watered soils and planted with drought and salt-tolerant species.  By end-of-project, communities in all 5 districts will have fully operational waste management systems that will be supported by the R2R project.	Annual technical reports based on monthly monitoring of integrated agricultural and waste management practices.	Lack of awareness by district community members result in non-compliance of integrated agricultural practices and waste management practices.  Community management of sustainable land and water management and associated scientific work is adequately resourced and function effectively.
<b>Output 2.1.1</b> Biophysical, demographic and socioeconomic assessments reviewed in the project districts, focusing on the bottom-side and applicable 'ridge' areas and topside not covered by mining.	2.1.1.1 Review of current assessments conducted in the project sites.	2 (Census 2011 report, draft Household, Income & Expenditure Survey report).	Reviewed assessments for 5 districts.	Reports for community / stakeholder consultations; Reviewed biophysical, demographic and socioeconomic assessment reports for 5 districts (Anabar, Anibare, Buada, Ijuw).	Conflict between districts regarding land ownership.  Proper advocacy for district leaders and community members on the short-term and long-term benefits of specific activities as well as the overall R2R project.
<b>Output 2.1.2</b> Integrated agriculture land-use plan developed for the bottom-side and applicable 'ridge' and topside areas that are not covered by mining through review of the draft land-use plan and patterns of land ownership for the project districts/sites.	2.1.2.1 Integrated land-use plan developed for all project districts/sites.	Land-use plan (1994).	5 integrated agriculture land-use plan developed.	Reports for community / stakeholder consultations; approved integrated land-use plan.	Lack of political will.  Revival of National Environment Coordinating Council (NECC) will advocate for political will, which will fast-track approval process.

<b>Output 2.1.3</b> Soil and water conservation measures implemented, including through rehabilitation of degraded land in 'ridge' and topside areas using economic species such as fruit trees and increase of communal water storage facilities in projects water-stressed project districts to support home gardens and household water supply.	2.1.3.1 Area of degraded land where soil and water conservation measures have been introduced.	~10% in each of the 5 districts.	<10% in each of the 5 districts.	Operational MOU and LOA finalised and (R2R –GCCA-IWRM-Agriculture); Number of households with more rain water catchment systems; Report on safe household drinking water introduced; and Drought Management Strategy.	Lack of access to water will result in failure of intervention.  Advance planning for access to funding to ensure that water is available and supply is consistent for this intervention.
	2.1.3.2 Drought tolerant fruit tree species identified.	20 trees in each of the 5 districts.  Water Policy and Implementation Plan exists.	50 new trees in each of the 5 districts.		
<b>Output 2.1.4</b> Drought- and salt-tolerant food crops tested and practices disseminated to communities and households building on initiatives of bilateral and multilateral organizations.	2.1.4.1 Number of participating households.	Zero	5 districts	Reports for community / stakeholder consultations; activity monitoring report.	Lack of maintenance; lack of water; lack of community support; and lack of capacity.
	2.1.4.2 Number of plant species identified and distributed to communities.	200 seedlings have been provided to communities.	250 new seedlings in all 5 districts (i.e. 50 new seedlings for each district).		
<b>Output 2.1.5</b> Innovative measures implemented (e.g. small scale solid and wastewater treatment systems, composting toilets and artificial wetland wastewater filtration) to reduce pollution loads by at least 10% on LMMAs to improve ecosystem health and sustain ecosystem services. This is based on successes of pilot demonstrations of the IWRM project and as a way of implementing the national IWRM plan.	2.1.5.1 Number of waste water treatments systems (compositing toilets) for reducing pollution established.	6	28 new ones	Monitoring reports on implementation of new waste management systems by households and farmers.	Community commitments; overflow of waste; lack of support from stakeholders; and limited resources.
	2.1.5.2 Percent reduction of pollutants from households.	Zero	10%	Reports of number of systems being implemented.  Activity monitoring reports.	
<b>3.1 GOVERNANCE &amp; INSTITUTIONS</b>					
<b>OUTCOME 3.1</b> Biodiversity conservation and SLM mainstreamed in policy and regulatory frameworks.	Percentage of staff in the government, fisheries authority and communities who are able to identify	No legal and regulatory framework is in place as basis for	By the end of the project, at least 75% of national civil servant staff, representatives of	Qualitative-based surveys; Training reports; Records of community deliberations; Policy and framework documents.	Appropriate staff members are selected for training by their host agencies and staff turnover does not negate training benefits.

	<p>environmental risks and prioritize, plan, and implement effective conservation and integrated measures. Number of biodiversity conservation, environmental protection, sustainable land and water management – related policy documents formulated and approved as a result of the R2R project.</p>	<p>environmental protection, including biodiversity conservation, sustainable land and water management.</p>	<p>communities in all 5 districts involved in the project are able to identify environmental risks and prioritize, plan, and implement community-based measures in coastal areas and inland lagoon. By the end of the project, at least 4 national policy framework/corporate plan/policies &amp; guidelines are developed, approved and applied.</p>		<p>DCIE and DoA continue to support biodiversity conservation and sustainable land/water management within coastal management programs, and to apply and maintain capacity built during the R2R project. Key government agencies including the Departments of Education and Health are partnering in the development of strong communication and awareness links between the national government and all 5 district communities. National Environment Coordinating Council (NECC) revived and operational.</p>
<p><b>Output 3.1.1</b> Relevant policies developed for key sectors such as environment, waste management, natural resource management, coastal fisheries, agricultural land-use” developed.</p>	<p>3.1.1.1. Number of policies developed for key sectors.</p>	<p>Draft climate change adaptation and disaster risk management framework (RoNAdapt/JN AP); draft Solid waste management plan; 1994 Land-Use Plan.</p>	<p>4 (Waste Management Policy Framework, Integrated Agriculture Land Use Policy, Environmental Corporate Plan, Environmental &amp; Social Safeguards Policy &amp; Guidelines).</p>	<p>Policy and framework documents as per targets; number of TOR finalised for consultancies.</p>	<p>Delay of approval of policy and framework documents. Revival of National Environment Coordinating Council (NECC) will streamline approval process.</p>

<b>Output 3.1.2</b> Capacity strengthening of national agencies such as MCIE (agriculture, environment, eco-tourism etc.), Nauru Fisheries and Marine Resource Authority (coastal division). DCIE: 15, NFMRA: 15, NUC (Nauru Utilities Corp): 5, Ministry of Health: 5, Nauru Rehabilitation Corp: 5, in the following areas: policy formulation, including drafting of legislation; monitoring and evaluation (impacts, water quality, etc); project implementation/ management and oversight; GIS; land-use planning; among others.	3.1.2.1 Number of trained government personnel that are actively involved in policy formulation including drafting of legislation, M & E, project implementation & oversight, GIS, land use planning.	3 (GIS training and project implementation / management and oversight in 2007 and 2008).  3-day training for Vulnerable & Adaptation assessment for JNAP.	45 staff from across ministries and fisheries authority.  Training on project/financial management during project inception and project mid-term.	Training TORs; training reports & evaluation; records of training sessions by training institutions; annual faculty reports; list of certificates awarded.	Lack of interest and participation in training; no training follow-up.  Advance planning and advocacy for training activities as well as follow-up.
	3.1.2.2. Number of national agencies that are capable and qualified in providing training on specific areas.	No skills in national agencies.	All national agencies involved in the R2R project are capable and qualified in providing training on specific areas.		
<b>Output 3.1.3</b> All local leaders in 5 districts capacitated towards biodiversity conservation, sustainable land management and climate change adaptation through appropriate trainings and other capacity building activities focusing on: project management, land-use planning, LMMA and ICM.	3.1.3.1. Number of district leaders trained and enforcing/applying skills in community management.	Zero	Leaders for all 5 districts	Post-training surveys.  Monitoring reports. Training and workshop reports; training evaluation; pre- and post training surveys.	Lack of interest and participation in training; no training follow-up; and delays in accessing funds for pilot site activities.  Advance planning and advocacy for training activities as well as follow-up; and advance planning for access to funding.
	3.1.3.2. Proportion of communities from project sites that are aware of biodiversity values and concrete measures made to conserve and sustainably use biodiversity.	~20% (All community members exposed to community outreach programmes of Nauru Rehabilitation Corporation, Sustainable Land Management (SLM), Division of	100%		

		Agriculture).			
<b>4.1 KNOWLEDGE MANAGEMENT</b>					
<b>OUTCOME 4.1</b> Improved data and information systems on biodiversity and land management best practices.	Number of project proposals, publications and policy documents that incorporate learning from the R2R project.  Number of R2R project lessons shared in national, regional and international fora on ridge-to-reef.	Development projects currently do not systematically benefit from learning practices and project lessons on community-based biodiversity and land management.	By the end of the project, all 5 districts and the Pacific region draw on lessons and knowledge generated through the R2R project.	R2R Pacific website.  Publication documents for Nauru, Pacific region, UNDP and GEF.	Political, technical and community support to advocate for marine biodiversity conservation and land/water management best practices.  Project activities are effective in contributing to successful preservation of LMMAs, and sustainable land/water management.
<b>Output 4.1.1</b> Integrate data and information on biodiversity and sustainable land management and relevant sectors on the Environment.	4.1.1.1. Number of databases developed for DCIE.	Zero (one database was developed for climate change, however this needs to be expanded and integrated)	1 (integrated database)	Operational and fully functional database; invoice/receipts for software and hardware; training TORs, reports, and pre- and post training evaluation reports.	Delays in database set-up due to limited stock of software/hardware and delays in shipment; irregular internet service; and loss of skills due to staff turn-over.  Systematic planning for procurement of database software/hardware; subscription to regular internet option; and include transfer of skills as part of staff hand-over notes.
	4.1.1.2. Number of training courses conducted on database setup & maintenance.	Zero	4 (1 per year)		
<b>Output 4.1.2</b> Knowledge products (videos, photo stories, flyers, brochures) on all thematic areas and best practices developed and disseminated through various media (print and broadcast).	4.1.2.1. Number of trainings provided to communication officer throughout the project.	Zero	4 (one per year)	Training TORs, reports, and pre- and post training evaluation report; media/press releases; R2R videos, photo stories, flyers, brochures; case studies; best practice awards; reports of global/regional/national	Delays in delivering products due to limited stock of knowledge management materials and delays in shipment; irregular internet service; non-participation in global/regional events due
	4.1.2.2. Number of knowledge products produced on all thematic areas.	Zero (knowledge products exist for water	12 (3 per year)		

		management, climate change, and land management only but none on integrated activities)		events; and project website.	to unavailability of required visas; and loss of skills due to staff turn-over.
	4.1.2.3. Number of best practices developed and disseminated through various media.	Zero (knowledge products exist for water management, climate change, and land management only but none on integrated activities)	16 (1 for each district/year)		Systematic planning for procurement of knowledge management materials; subscription to regular internet option; advance planning of travel and associated requirements; and include transfer of skills as part of staff hand-over notes.
	4.1.2.4. Participation in global, regional, and national community or practice events.	1 (One team-works space (community of practice) developed.	Participation in 4 global, regional and national community of practice events (1 per year).		
	4.1.2.5. Project website developed and regularly up dated.	Zero	1		



#### Annex 4: R2R Project Mission Terms of Reference (10<sup>th</sup> – 28<sup>th</sup> February, 2014).

The UNDP Fiji Multi-Country Office is planning to undertake a mission to Nauru from 10<sup>th</sup> – 28<sup>th</sup> February 2014. The core purpose of this mission is to support the formulation of the Nauru Ridge-to-Reef (R2R) project following approval of its concept note and project preparation grant (PPG) by the Global Environment Facility (GEF) on 26th April 2013. In-line with requirements of the GEF, PPG funds will be used for formulation and the Nauru R2R full size project document will be submitted for GEF approval no later than 25th April 2014. The 3-week formulation mission will complete the majority of activities of the first three components of the PPG. Specifically, the mission will: (i) launch the Nauru R2R PPG; (ii) collect and review baseline information; (iii) conduct field visits and scientific assessments; and (iv) develop the Nauru R2R project results framework through a design workshop. The 3-member mission team will comprise the international consultant (Stephen Lindsay), UNDP Environment Analyst (Emma Mario), and UNDP Regional Technical Specialist (Shoko Takemoto). The mission will be supported by the UN Country Development Manager (Helga-Bara Bragadottir).

Objectives	Expected deliverables	Responsible party	Background documents
<b>Strategic Level</b>			
1. Courtesy visit: PS – Ministry of Commerce, Industry & Environment (MCIE)	<ul style="list-style-type: none"> <li>Support for R2R formulation.</li> <li>Confirmed mission programme.</li> </ul>	GoN, UNCDM, UNDP.	Mission ToR and programme, Nauru R2R concept note, PPG and timelines.
2. Courtesy visit: UN Focal Point, Ministry of Foreign Affairs	<ul style="list-style-type: none"> <li>Support for R2R formulation.</li> </ul>	GoN, UNCDM, UNDP.	Mission ToR and programme, Nauru R2R concept note, PPG and timelines.
3. Courtesy visit: Ministry of Finance & National Planning (MFNP)	<ul style="list-style-type: none"> <li>Support for R2R formulation.</li> </ul>	GoN, UNCDM, UNDP.	Mission ToR and programme, Nauru R2R concept note, PPG and timelines.
<b>Operational Level</b>			
4. Launch of the Nauru R2R PPG	<ul style="list-style-type: none"> <li>Improved clarity on R2R concept and PPG.</li> <li>Agreement on overall focus and approach of R2R.</li> <li>Agreement to collaborate in the formulation of R2R and confirmed list of who will provide baseline information and by when.</li> </ul>	GoN, UNCDM, UNDP.	Mission ToR and programme, Nauru R2R concept note, PPG and timelines, Biorap concept, R2R project document template.
5. Collect and review baseline information	<ul style="list-style-type: none"> <li>Data on: proportion of population that are aware of biodiversity values and concrete measures made to conserve and sustainably</li> </ul>	GoN, UNCDM, UNDP.	Mission ToR and programme, Nauru R2R concept note, PPG and timelines, Biorap concept, R2R project document

	<p>use biodiversity; proportion of national budgets, and accounting and reporting systems that have included biodiversity conservation; proportion of natural resources ecosystems and fisheries that are well within safe ecological limits; and proportion of terrestrial, inland, and coastal waters are conserved and integrated into the wider landscapes and seascapes.</p> <ul style="list-style-type: none"> <li>• Draft design and selection criteria for LMMAs.</li> </ul>		template.
6. Conduct field visits and scientific assessments	<ul style="list-style-type: none"> <li>• Identified sites and draft profiles of proposed locally managed marine areas (LMMAs). Profiles to include current levels of pollution loads.</li> <li>• Identified sites and draft profiles of communities that will implement soil and water conservation measures.</li> <li>• Identified sites and draft profiles of communities that will test and adopt food crops tolerant to drought and salt-intrusion.</li> </ul>	GoN, UNCDM, UNDP.	Mission ToR and programme, Nauru R2R concept note, PPG and timelines, Biorap concept, R2R project document template.
7. Develop the Nauru R2R project results framework through a Design Workshop	<ul style="list-style-type: none"> <li>• Draft R2R project results framework including defined output indicators, targets and means of verification, and risks and assumptions. If possible, the total budget and work plan and management arrangements will also be drafted.</li> </ul>	GoN, UNCDM, UNDP.	Mission ToR and programme, Nauru R2R concept note, PPG and timelines, Biorap concept, R2R project document template.

## Annex 5. R2R Project Formulation Mission Draft Programme (10<sup>th</sup> – 28<sup>th</sup> February, 2014).

**Monday 10th February** – Arrive in Nauru at 05:35am

Time	Event	Meeting with	Participants	Venue
<b>Monday 10th February</b>				
10:00am– 10:30am	Courtesy Visit	UN Joint Presence Office (UNJPO)	Helga-Bara Bragadottir, UN Country Development Manager (CDM).  Emma Mario (UNDP).	UNJPO
10:40am– 11:10am	Courtesy Briefing	Ministry of Foreign Affairs (MoFA)	Mike Aroi, Secretary.  DCIE Focal Point, Helga-Bara Bragadottir (UNCDM), UNDP (Emma Mario).	MoFA Office
11:20am– 12:00pm	Courtesy Briefing	Ministry of Finance & National Planning (MFNP)	To be confirmed.  DCIE Focal Point, Helga-Bara Bragadottir (UNCDM), UNDP (Emma Mario).	MFNP Office
2:00pm– 5:00pm	Courtesy Briefing, Preparation for Launch of Nauru R2R Project Preparation Grant (PPG)	Department of Commerce, Industries and Environment (DCIE)	DCIE staff (to be confirmed): Bryan Star, Director; Haseldon Buraman, IWRM Coordinator; TBD, PACC Coordinator; Christine, PACC Assistant; Reagan Moses, Climate Change Officer; Liluv Itsimaera, DCIE Officer; UNDP (Emma Mario)	DCIE Office
<b>Tuesday 11th February</b>				
8:00am– 8:45am	Confirmation of mission programme particularly for first week of the mission (10th - 14th February)	DCIE R2R focal point	DCIE staff: Focal Point	DCIE
9:00am– 10:00am	<ul style="list-style-type: none"> <li>➤ Introduction of mission and expected deliverables.</li> <li>➤ Request for baseline information on proportion of national budgets, and</li> </ul>	MFNP, Aid Division	To be confirmed	MFNP, Aid Division

	accounting and reporting systems that have included biodiversity conservation.			
10:30am - 11:30am	<ul style="list-style-type: none"> <li>➤ Introduction of mission and expected deliverables.</li> <li>➤ Request for baseline information on proportion of natural resources ecosystems and fisheries that are well within safe ecological limits.</li> <li>➤ Request for baseline information on proportion of terrestrial, inland, and coastal waters that are conserved and integrated into the wider landscapes and seascapes.</li> </ul>	Nauru Fisheries & Marine Resources Authority (NFMRA)	To be confirmed	NFMRA
12:00pm - 1:00pm	<ul style="list-style-type: none"> <li>➤ Introduction of mission and expected deliverables.</li> <li>➤ Request for baseline information on project activities that could help define the R2R activities.</li> </ul>	Project Coordinators/Focal Points: GCCA Initiative Project, Bio-Rap.	To be confirmed	To be confirmed
2:00pm - 3:00pm	<ul style="list-style-type: none"> <li>➤ Introduction of mission and expected deliverables.</li> <li>➤ Request for baseline information on status of water quality along coastal areas.</li> </ul>	Department of Public Health (DPH)	To be confirmed	DPH
3:30pm - 4:30pm	<ul style="list-style-type: none"> <li>➤ Request for baseline information on proportion of terrestrial, inland, and coastal waters that are conserved and integrated into the wider landscapes and seascapes.</li> </ul>	Nauru Utilities Company (NUC)	To be confirmed	NUC
<b>Wednesday 12th February</b>				
9:00am - 10:00am	<ul style="list-style-type: none"> <li>➤ Request for baseline information on proportion of population that are aware of biodiversity values and concrete measures made to conserve and sustainably use biodiversity.</li> </ul>	Leader of Community Based Organization (CBO)	To be confirmed	To be confirmed
10:30am - 5:00pm	<p>Collection of all baseline information on:</p> <ul style="list-style-type: none"> <li>➤ proportion of national budgets, and accounting and reporting systems that have included biodiversity conservation.</li> <li>➤ proportion of natural resources ecosystems and fisheries that are well within safe ecological limits.</li> <li>➤ proportion of terrestrial, inland, and</li> </ul>	<ul style="list-style-type: none"> <li>• MFNP, Aid Division</li> <li>• Nauru Fisheries &amp; Marine Resources Authority (NFMRA)</li> <li>• Project Coordinators/Focal Points: GCCA Initiative Project, Bio-Rap.</li> <li>• Department of Public Health</li> </ul>	To be confirmed	MFNP, NFMRA, GCCA Initiative Project, Bio-Rap, DPH, NUC, To be confirmed

	<p>coastal waters that are conserved and integrated into the wider landscapes and seascapes.</p> <ul style="list-style-type: none"> <li>➤ project activities that could help define the R2R activities.</li> <li>➤ status of water quality along coastal areas.</li> <li>➤ proportion of terrestrial, inland, and coastal waters that are conserved and integrated into the wider landscapes and seascapes.</li> <li>➤ proportion of population that are aware of biodiversity values and concrete measures made to conserve and sustainably use biodiversity.</li> </ul>	<p>(DPH).</p> <ul style="list-style-type: none"> <li>• Nauru Utilities Company (NUC).</li> <li>• Leader of Community Based Organization (CBO)</li> </ul>		
<b>Thursday 13th February</b>				
8:30am-5:00pm	<ul style="list-style-type: none"> <li>➤ Confirmation of venue and completion of other requirements for Launch of Nauru R2R Project Preparation Grant (PPG).</li> <li>➤ Confirmation of requirements for undertaking micro-HACT assessments.</li> </ul>			
<b>Friday 14th February</b>				
8:00am to 1:00pm	Briefing with DCIE, preparation for Launch	DCIE staff	DCIE staff and Mission Team	DCIE
2:00pm - 5:00pm	Launch of Nauru R2R Project Preparation Grant (PPG)	All national R2R stakeholders	UNCDM, Mission Team, Representatives of: DCIE, Planning & Aid Division, Nauru Fisheries & Marine Resources Authority (NFMRA), Community Based Organization, Nauru Utilities Corporation (NUC), Department of Public Health (DPH), EU-Global Climate Change Adaptation (GCCA) Initiative Project.	To be confirmed
<b>Saturday 15th February</b>				
9:00am-2:00pm	Field Visits to ascertain number of communities that require soil and water conservation measures, and those that will test and adopt food crops tolerant to drought and salt-intrusion.			

	Sites: all communities (Nibok, Baitsi, Ewa, Location, Boe, Anetan, Denig, Buada, Anabar)			
<b>Sunday 16h February</b>				
1:00pm-5:00pm	Draft design and selection criteria for LMMAs.			
<b>Monday 17th February</b>				
8:30am–1:00pm	Presentation of selection criteria for LMMAs and confirmation of sites	CBO representatives, DCIE	CBO representatives (this list and others to be confirmed): Ranin Akup, <b>Nibok Community</b> ; David Dowiyogo, <b>Baitsi Community</b> , Vice President NCBO; Ophelia Caleb, Secretary – <b>Ewa Community</b> ; Tracey Deninga, <b>Location Community</b> ; Samuel Crumder, <b>Boe Community</b> ; Haseldon Buraman, <b>Anetan Community</b> ; Hansome Adumur, <b>Denig District</b> ; Zora Fotu, <b>Buada Community</b> ; Nerida-Ann Hubert, <b>Anabar Community</b> .	To be confirmed
<b>Monday 17th (afternoon), Tuesday 18th to Friday 21st February</b>				
9:00am-5:00pm	Field Visits and scientific assessments (e.g. water quality testing of coastal and inland waters) <ul style="list-style-type: none"> <li>➢ Draft profiles of proposed locally managed marine areas (LMMAs). Profiles to include current levels of pollution loads.</li> <li>➢ Draft profiles of communities that will implement soil and water conservation measures.</li> <li>➢ Draft profiles of communities that will test and adopt food crops tolerant to drought and salt-intrusion.</li> </ul>			

<b>Monday 24th to Tuesday 25th February</b>				
8:30am - 5:30pm	<ul style="list-style-type: none"> <li>➤ Draft the Project Results Framework (PRF).</li> <li>➤ Prepare the total budget and work plan.</li> </ul>			
<b>Wednesday 26<sup>th</sup> February</b>				
10:00am - 3:00pm	Design Workshop: develop the project results framework, and define the implementation and management arrangements.	All national R2R stakeholders	Staff and representatives from: DCIE, Planning & Aid Division, Nauru Fisheries & Marine Resources Authority (NFMRA), Community Based Organization, EU-Global Climate Change Adaptation (GCCA) Initiative Project.	To be confirmed
<b>Thursday to Saturday 01 March</b>				
8:30am - 5:30pm	<ul style="list-style-type: none"> <li>➤ Draft the Project Results Framework (PRF).</li> <li>➤ Prepare the total budget and work plan.</li> <li>➤ Elaborate on the implementation and management arrangements.</li> <li>➤ Obtain all co-financing letters.</li> </ul>			
<b>Sunday, 2nd March</b>				
Consultants depart Nauru for their respective home bases via Brisbane Australia.				

**Annex 6: National Inception Workshop for the Nauru Ridge to Reef Project GEF Preparation Grant (PPG)  
Friday the 14<sup>th</sup> of February, 2014 (2.00 – 5.00 pm).**

**Venue:** Parliament Committee Room

**Project Title:** Implementing a “Ridge to Reef” approach to protecting biodiversity and ecosystem functions in Nauru (R2R Nauru)

**Project Objective:** To preserve biodiversity, ecosystem services, improve climate resilience and sustain livelihoods in Nauru using a ridge-to-reef approach

**Introduction and Background:**

The Government of Nauru through the Department of Commerce, Industry and Environment (DCIE) requested the United Nations Development Programme (UNDP) Fiji Multi-Country Office (MCO) to assist in the the formulation of the Nauru “Ridge-to-reef” (R2R) project following approval of its concept note and Project Identification Form (PIF) by the Global Environment Facility (GEF) on 26th April 2013. The development and acceptance by the GEF of the PIF was developed through national consultations and a partnership between the UNDP through its MCO and regional Advisors and the relevant government ministries of Nauru and key stakeholders. The approval of the PIF resulted in the approval and fund allocation for a Project Preparation Grant (PPG) for the formulation of the Nauru R2R full size project.

Collaboration from the Nauru government, UNDP MCO advisors, and key stakeholders will be required to develop and finalise the PPG. This 3-week formulation mission will complete the majority of activities of the first three components of the PPG. Specifically, the mission will: (i) launch the Nauru R2R PPG; (ii) collect and review baseline information; (iii) conduct field visits and scientific assessments; and (iv) develop the Nauru R2R project results framework through a design workshop. The 3-member mission team will comprise the international consultant (Mr. Stephen Lindsay), UNDP Environment Analyst (Ms. Emma Mario), and UNDP Regional Technical Specialist (Ms. Shoko Takemoto). The mission will be supported by the UN Country Development Manager (Ms. Helga-Bara Bragadottir).

**Components of the Nauru R2R**

1. Conservation of Marine Biodiversity
2. Sustainable Land and Water Management
3. Governance and Institutions
4. Knowledge Management

**Expected Outcomes of the workshop**

- Introduce, Raise Awareness and Support for the formulation of the Nauru Ridge to Reef Project as well as key Global Environmental Facility/UNDP requirements and processes;
- Introduce the mission team to the National Stakeholders, understand their roles and preliminary plans;
- Initiate Stakeholder discussion and feed back through a brief review of project components, outcomes and outputs;
- Discuss possible project sites and seek clarification and key stakeholders for follow up discussions;
- Identify and connect with existing conservation/management projects and development partners to initiate potential collaboration and up scaling;
- Identify key data and information sources required to complete the full size project proposal; and
- Discuss stakeholders roles and responsibilities in the implementation of the R2R project.

Time	Session	Presentation	Presenter/Convener
2.00 – 2.10 pm	Arrival of participants	Registration of participants	DCIE
2.10 – 2.15pm	Introduction, Welcoming & Opening Remarks	Welcome Remarks	DCIE



2.10 - 2.20 pm	Official Opening	Introduction Address	DCIE
2.20 – 2.30 pm	Introduction of participants, positions roles, comments.	Everyone	DCIE
2.30 – 3.00	R2R background, PIF and PPG requirements, and next steps	Background information.	UNDP
3.00 – 3.15 Coffee break			
3.15 – 4.40 pm	Discussions on the PIF	Agreement on the overall focus of the approach, project outputs and suggested sites, Agreement on collaboration in the formulation and identify stakeholders who will provide the baseline information (reports, information etc), and Stakeholder's roles and responsibilities. This is to include open discussion and agreement on recommended outputs presented.	International Consultant with assistance from DCIE and UNDP  Group splits into 4 groups and discuss the 4 components of the Nauru R2R and sites, based on guiding questions that will be provided.
4.40 – 5.00pm	Wrap up/ Summary		DCIE

**Annex 7. National Workshop for the Nauru Ridge to Reef Project GEF Preparation Grant (PPG) Wednesday 26<sup>th</sup> of February, 2014 (10.00am-02.00pm).**

**Venue:** Parliament Committee Room

**Project Title:** Implementing a “Ridge to Reef” approach to protecting biodiversity and ecosystem functions in Nauru (R2R Nauru)

**Project Objective:** To preserve biodiversity, ecosystem services, improve climate resilience and sustain livelihoods in Nauru using a ridge-to-reef approach

**Introduction and Background:**

The Government of Nauru through the Department of Commerce, Industry and Environment (DCIE) requested the United Nations Development Programme (UNDP) Fiji Multi-Country Office (MCO) to assist in the the formulation of the Nauru “Ridge-to-Reef” (R2R) project following approval of its concept note and Project Identification Form (PIF) by the Global Environment Facility (GEF) on 26th April 2013. The development and acceptance by the GEF of the PIF was developed through national consultations and a partnership between the UNDP through its MCO and regional Advisors and the relevant government ministries of Nauru and key stakeholders. The approval of the PIF resulted in the approval and fund allocation for a Project Preparation Grant (PPG) for the formulation of the Nauru R2R full size project.

Collaboration from the Nauru government, UNDP MCO advisors, and key stakeholders will be required to develop and finalise the PPG. This 3-week formulation mission will complete the majority of activities of the first three components of the PPG. Specifically, the mission will: (i) launch the Nauru R2R PPG; (ii) collect and review baseline information; (iii) conduct field visits and scientific assessments; and (iv) develop the Nauru R2R project results framework through a design workshop. The 4-member mission team will comprise the international consultant (Mr. Stephen Lindsay), UNDP Environment Analyst (Ms. Emma Mario), UNDP Regional Technical Specialist (Ms. Shoko Takemoto) and Mr. Berrick Dowiyogo (DCIE Biodiversity Coordinator). The mission will be supported by the UN Country Development Manager (Ms. Helga-Bara Bragadottir).

**Components of the Nauru R2R**

1. Conservation of Marine Biodiversity
2. Sustainable Land and Water Management
3. Governance and Institutions
4. Knowledge Management

**Expected Outcomes of the workshop**

- Introduce, Raise Awareness and Support for the formulation of the Nauru Ridge to Reef Project as well as key Global Environmental Facility/UNDP requirements and processes;

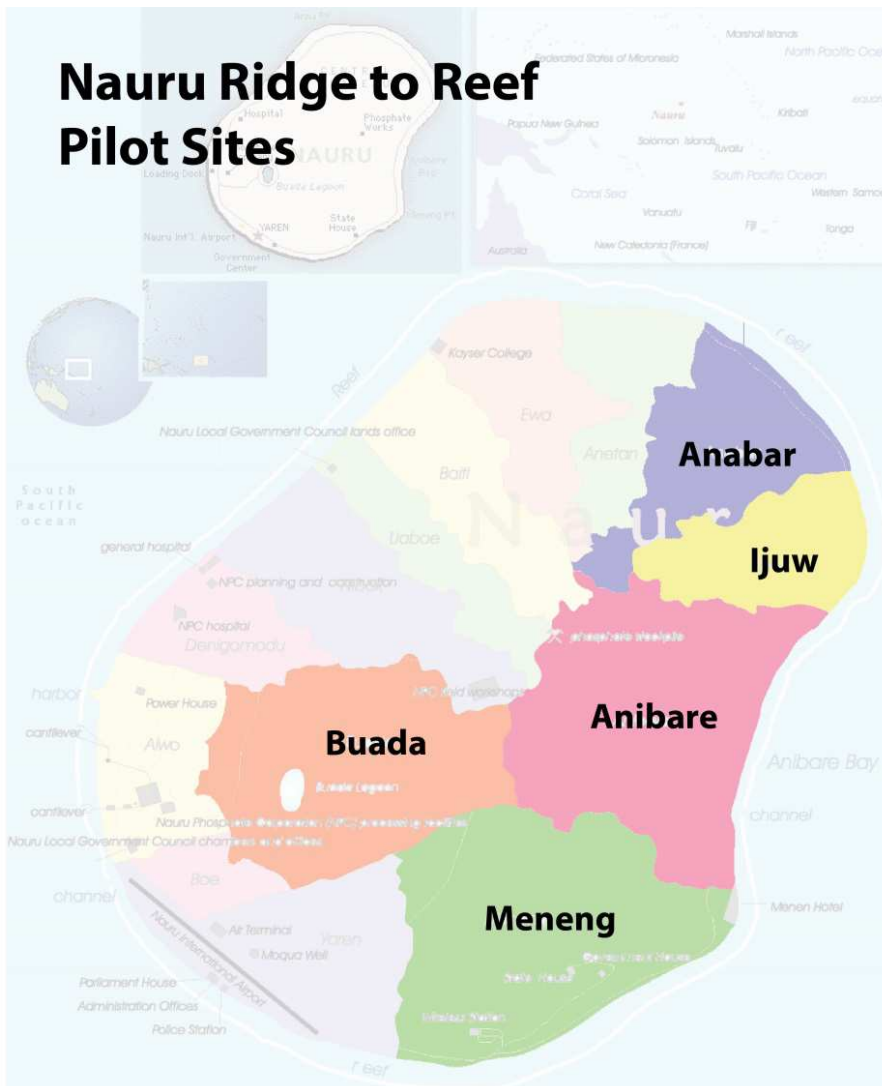
- Introduce the mission team to the National Stakeholders, understand their roles and preliminary plans; and
- Initiate Stakeholder discussion and feed back through a brief review of the R2R project.

<b>Time</b>	<b>Session</b>	<b>Presentation</b>	<b>Presenter/Convener</b>
10.00–10.00am	Arrival of participants	Registration of participants	DCIE
10.10– 10.15am	Introduction, Welcoming & Opening Remarks	Welcome Remarks	DCIE
10.15 – 10.20am	Official Opening	Introduction Address	DCIE
10.20 – 10.30am	Introduction of participants, positions roles, comments.	Everyone	DCIE
10.30 – 10.45am	Brief introduction to what has been done so far in this three week period	Work plan and meeting presentation	DCIE
10.45 – 11.00am Coffee break			
11.00am – 11.45pm	Explanation of way forward and design aspect of workshop	Presentation	UNDP Team
11.45pm– 01.15pm	Discussions on the Nauru R2R project.	Discuss the Nauru R2R project, <ol style="list-style-type: none"> <li>1. Project Result Framework</li> <li>2. Total Budget, work plan and co-financing.</li> <li>3. Management Arrangements including PMU</li> <li>4. M and E.</li> <li>5. Key stakeholders Involvement – government and district.</li> </ol>	UNDP team and DCIE  Workshop to split into 4 groups and discuss the 4 components of the Nauru R2R and district.
01.15pm-02.00pm	Working Lunch	Presentation of Findings by appointed groups. Way forward	

### Annex 3: Site Profiles

The following project profiles are based on consultations with key government, CBO's and community individuals. The PPG assessment team with DCIE staff visited each site (by road) and referred to literature and information provided by government and communities to determine the districts in which the R2R project will pilot activities. The project profiles will be undertaken in five (5) districts of Nauru (Ananbar, Anibare, Ijuw, Meneng and Buada) as described below with each district possessing one community and a number of specific sites that are related to the R2R Nauru project components 1, Conservation of Marine Biodiversity and 2, Sustainable Land and Water Management. Project Component 3 (Governance & Institutions) and 4 (Knowledge Management) are multi sectoral and project activities undertaken are relevant to the five project districts.

The first four district communities (Ananbar, Anibare, Ijuw, Meneng) include marine and terrestrial environments and have been recently identified (SPREP BIORAP) as potentially significant locations of fish spawning aggregations sites whilst the last community, Buada is land locked however possess a biological unique brackish water "lagoon" that is connected through the island to the ocean. The coastal areas within these districts covers approximately 10 kilometres which is roughly one third of the nation's coast line and the land area covers roughly half of the nations land mass. The figure below provides the location of each of these districts in relation to the island and details the activities that have been agreed to be undertaken by the R2R project.



#### Ananbar District

Population:	452 (5%)
R2R demonstration:	
Marine Managed Areas	1
Composting Toilets	6
Rainwater harvest system	5
Fruit tree planting	50
Plant Nursery Enhancement	0
Fish Attracting Devices (FAD's)	2
Fishing Canoes	5

#### Ijuw District

Population:	178 (2%)
R2R demonstration:	
Marine Managed Areas	1
Composting Toilets	6
Rainwater harvest system	3
Fruit tree planting	50
Plant Nursery Enhancement	0
Fish Attracting Devices (FAD's)	2
Fishing Canoes	5

#### Anibare District

Population:	226 (2%)
R2R demonstration:	
Marine Managed Areas	1
Composting Toilets	6
Rainwater harvest system	7
Fruit tree planting	50
Plant Nursery Enhancement	0
Fish Attracting Devices (FAD's)	2
Fishing Canoes	5

#### Buada District

Population:	739 (7%)
R2R demonstration:	
Marine Managed Areas	1
Composting Toilets	6
Rainwater harvest system	14
Fruit tree planting	50
Plant Nursery Enhancement	2
Fish Attracting Devices (FAD's)	- Not a marine site
Fishing Canoes	-

#### Meneng District

Population:	1,380 (14%)
R2R demonstration:	
Marine Managed Areas	1
Composting Toilets	7
Rainwater harvest system	14
Fruit tree planting	50
Plant Nursery Enhancement	0
Fish Attracting Devices (FAD's)	2
Fishing Canoes	5

#### Project Total

Population:	2,975 (30%)
R2R demonstration:	
Marine Managed Areas	1 (1 common LMMMA)
Composting Toilets	31
Rainwater harvest system:	43
Fruit tree planting	250
Plant Nursery Enhancement	2
Fish Attracting Devices (FAD's)	8
Fishing Canoes	20

Each district includes one community and due to the nature of the R2R project (Ridge to Reef) and the connection between the terrestrial, coastal, and marine ecosystems, the districts themselves will be the pilot sites. The projects pilot initiatives have been designed to maximize community involvement and ensure skills are transferred to build capacity and understanding and the resulting project achievements are can be to be replicated in other districts within Nauru. Furthermore, initiatives are in line with the regional developed within the R2R project, where knowledge and lessons learned generated from the Nauru R2R project will be useful shared with other Pacific Island countries.

Project funds have been allocated to undertake site specific in-depth assessments and consultation of each district to determine specific site locations for the different component activities within the R2R Nauru project. Therefore site specific actions and corresponding budgets provided below are indicative. All land areas within with the projects five districts that are associated with mining activities are excluded from the R2R project. This covers the majority of the land areas associated with the “top side” and “ridge” areas of the island.

## Site 1: Anabar District



Anabar District (Google earth)

<b>Title</b>	Conservation of Marine Biodiversity and Sustainable Land and Water Management.
<b>Location</b>	Anabar District
<b>Justification of the Project</b>	<ul style="list-style-type: none"> <li>➤ There is a high need for the project due to the long term unsustainable use of natural resources, the degradation of essential drinking water and non imported food stocks, the lack of national/community management and regulations and community awareness and ownership of these issues.</li> <li>➤ Sustainable management of inshore coastal resources and land, its flora and fauna and freshwater are essential to the long term livelihood and quality of life for the people of Nauru. The management of these natural ecosystems is a significant issue. Limited inshore and coastal initiatives have been undertaken to address these issues in the past, however recent programmes through the NFMRA and partner organisations (e.g. SPREP BIORAP and SPC fisheries assessments) an understanding of current issues and steps to manage these are underway. The R2R pilot activities associated with inshore marine systems will greatly increase the understanding of these systems and their subsequent management, including a concerted programme to educate and raise awareness of these issues and their management within project communities. The development of legal systems to regulate managed systems and a national framework for the inclusion of communities as lead resource management stakeholders are key pilot activities.</li> <li>➤ The R2R pilot activities associated with land and water management systems will greatly increase the understanding of these systems, their interconnectivity (ridge to reef), and their subsequent management, including a concerted programme to educate and raise awareness of these issues and their management within project communities. The management of these natural ecosystems is a significant issue. Limited initiatives have been undertaken to address these issues in the past, however recent programmes through the DCIE (SLM, IWRM, GCCA), DoA</li> </ul>

	<p>(Taiwan livestock and food crop projects) and partner organisations (e.g. SPREP BIORAP and SPC plant and food crop programmes) an understanding of current issues and steps to manage these are underway. The deployment of waste management systems that reduce ground water contamination (e.g. composting toilets, piggery sanitation systems), the increased collection of rain water and its direct affect on health and the increased production of food trees and crops will greatly assist the understanding of these system functions and improve quality of life. The development of a sound land and water management systems and the inclusion of communities as lead resource management stakeholders are key pilot activities.</p> <ul style="list-style-type: none"> <li>➤ Capacity building skills and knowledge through lessons learnt from the R2R pilot interventions is expected to be useful and applied throughout the nation.</li> </ul>
<p><b>Summary of Project Site</b></p>	<ul style="list-style-type: none"> <li>➤ Anabar community is located in the north eastern corner of Nauru boarded by an extensive shallow water reef flat and crest and extends inland through the “bottom side”, “ridge” and “topside” where past and current phosphate extraction mining operations are undertaken. Anabar is one of the least populated districts with 452 people (5% of the islands population), residing in 63 houses (average house hold size is 7.2) as recorded in the 2011 census. 94% of the district household income is derived from wages/salaries (most of this government) with the remaining income derived from remittances and small locally own business which are agricultural and/or fisheries based.</li> <li>➤ The 2011 census revealed that 17% of households maintained a kitchen garden (pumpkin, paw paw, cabbage, bread fruit) which was exclusively reported for household consumption. A total of 58 pigs, 229 chickens and 16 ducks were grown almost exclusively for home consumption.</li> <li>➤ The 2011 census revealed that 73% of all households in this district engaged regularly in fishing using a range of fishing gears and inshore and coastal habitats. The percentage of fishing broken down to reef habitats (census 2011) includes collection of fish on the ocean flat (47%), resource gleaning on the reef flat (65%), ocean fishing (45%), reef fishing (53%) and net fishing (55%). In addition, 2 % of the households have been involved with aquaculture. All fishing activities were principally for home/family consumption however a small percentage of householders indicated that they sold fish, presumably when excess were caught or for specific activities.</li> <li>➤ 11% of households in Anabar indicated that they had access to a boat, 8% access to a traditional canoe and 5% have access to an outboard motor.</li> <li>➤ The 2011 census revealed that only 25 % of the districts dwellings had a fully working roof with the reminder needing repair (27%) or replacing (48%). Similarly, 25% of all household had working water collection gutters with the remaining households requiring repair (24%), replacement (14%) and 37% had no gutters at all. 38% of all households had no downpipes connecting roof collection systems to water storage facilities with 14% needing repair, the remainder was documented as in working order.</li> <li>➤ The main source of general water in Anabar is provided by underground wells (49%), a portable delivery systems (truck) derived from the nation’s desalination plant (35%) and the reminder from rainwater catchment systems (16%). A survey conducted in 2013 highlighted that the majority of wells in Anabar have a very high unacceptable levels of <i>E. Coli</i> bacteria indicating high levels of faecal contamination and therefore unsafe for human consumption without further treatment. 68% of drinking water used in Anabar district is provided by a portable delivery systems (truck) derived from the nation’s desalination plant which is stored in the Anabar community water storage tank. Monthly water testing of the Anabar community water tank conducted by the Department of Health shows that the quality of water is within human safety levels and fit for drinking. 30 % of households have rain water catchment systems and a small number of households (2) use bottle water. 11 percent of households in Anabar do not have a water</li> </ul>

	<p>storage tank with the remainder of households possessing water storage tanks of various sizes including tanks less than 3,000 gallons (3%), 3,000 - 5,000 gallon tanks (32%), 5,000 – 10,000 gallon tanks (38%) and 10,000 gallons plus (16%).</p> <ul style="list-style-type: none"> <li>➤ The 2011 census revealed that 27% of households in Anabar district frequently run out of water with a further 67% of households recording running out of water sometimes.</li> <li>➤ There is a range of toilet facilities used within Anabar district dominated by pour flush toilets (41%) and tank flush (24%) inside the house. Of note approximately 3% of households do not have an access to household toilet facilities utilising a shared bathroom arrangements with neighbours. 65% of water used for toilet flushing is derived from well/underground water with water delivered by dispatch accounting for (21%). 71% of all households in Anabar use a cesspit or soak away for their sewerage system with 24% using a septic system and 5% recorded during the 2011 census having no type of sewerage system.</li> </ul>
<b>Timing and Duration</b>	<ul style="list-style-type: none"> <li>➤ The R2R project is to be undertaken for four consecutive years. All interventions associated with the Anabar district will be undertaken within this time period. Initiation of specific activities and their duration will be finalised during the inception phase of the project and monitored throughout the length of the project. There are a number of specific project activities that need to be undertaken and results/recommendations discussed before other activities can be initiated. It is expected that the PMU through advice of its project assurance and technical working group will be responsible for the coordination and timely management of project activities.</li> </ul>
<b>Budget</b>	<ul style="list-style-type: none"> <li>➤ See budget details below</li> </ul>
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>➤ The outcome of the R2R interventions will be (i) improved management of the nation's marine and coastal habitats and resources resulting in sustainable livelihoods and protection of ecosystem function, (ii) improved integrated landscape management increasing self reliant community water storage and access, decrease ground water contamination, improved self reliance through increased food tree/crop production and improvements in ecosystem function, (iii) improved mainstreaming government policy and regulatory frameworks, community awareness, understanding and community ownership (iv) and improvement information, awareness and access to (data base) information on sustainable marine, coastal, terrestrial biodiversity and resource management.</li> </ul>
<b>Activities</b>	<ul style="list-style-type: none"> <li>➤ Summary of specific district activities include (i) Anabar Marine Management Plan and LMMA network including extensive community awareness and educational programmes and LMMA study tour (ii) alternative livelihood options including deployment of inshore and deep water FADS and fishing canoes (iii) Data collection programme (CPUE data inshore/offshore fishing pressure) and marine ecosystem health surveys (iv) Anabar Agricultural Land Use Management Plan and Framework for soil and conservation and water management and its community awareness and monitoring (v) Water storage and waste management (compositing Toilet) system (vi) integrated farming system (food trees and crops seedling distribution).</li> </ul>
<b>Adaptive Capacity Development</b>	<ul style="list-style-type: none"> <li>➤ Government staff (DCIE, DoA), NFMRA, Anabar CBO staff and selected community individuals will be trained through on the ground technical and managerial capacity building and up skilling programmes so that they in turn will be able to have the skills to training others to replicate skills transfer.</li> </ul>
<b>Risks</b>	<ul style="list-style-type: none"> <li>➤ Lack of awareness and ownership by the community and individuals to the R2R interventions.</li> <li>➤ Failure of training programmes to implement activities successfully resulting in failure of the interventions to have any positive impacts.</li> <li>➤ Lack of Political support.</li> <li>➤ Land ownership issues,</li> <li>➤ Unsolved disagreements within the project board, project steering committee and</li> </ul>



	<p>technical working group.</p> <ul style="list-style-type: none"> <li>➤ Insufficient monitoring and maintenance of projects interventions, especially equipment.</li> </ul>												
<b>Partnerships</b>	<ul style="list-style-type: none"> <li>➤ DCIE, NFMRA, CBO Leaders, Anabar community representatives, UNDP staff and UN Country Development Manager.</li> </ul>												
<b>Potential Project Co-Financing</b>	<table> <tr> <td>European Union</td> <td>130,600</td> </tr> <tr> <td>Australian Agency for International Development (AusAID)</td> <td>240,000</td> </tr> <tr> <td>Government of Japan</td> <td>800,000</td> </tr> <tr> <td>Government of Nauru</td> <td>312,500</td> </tr> <tr> <td>Australian Agency for International Development (AusAID)</td> <td>216,000</td> </tr> <tr> <td><b>TOTAL</b></td> <td><b>1,699,100</b></td> </tr> </table>	European Union	130,600	Australian Agency for International Development (AusAID)	240,000	Government of Japan	800,000	Government of Nauru	312,500	Australian Agency for International Development (AusAID)	216,000	<b>TOTAL</b>	<b>1,699,100</b>
European Union	130,600												
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Government of Japan	800,000												
Government of Nauru	312,500												
Australian Agency for International Development (AusAID)	216,000												
<b>TOTAL</b>	<b>1,699,100</b>												
<b>Other related projects and potential relationships</b>	<ul style="list-style-type: none"> <li>➤ IWRM</li> <li>➤ GCCA</li> <li>➤ REC</li> <li>➤ SLM</li> <li>➤ NFMRA AusAID-funded ISP</li> </ul>												

## BUDGET

Preferred Project Activity	Estimated Costs (USD)
Marine Management Plan, LMMA consultations, awareness/education and study tour	80,000
Alternative livelihood options: <ul style="list-style-type: none"> <li>➤ Deployment of 2 FADS</li> <li>➤ 5 traditional fishing canoe and training.</li> </ul>	48,750
Marine ecosystem health surveys with a focus on coral cover, fish and invertebrate abundance and related water circulation studies; fish catch study, and alternative livelihood assessments	19,750
Integrated Agricultural land use management plan, Framework for soil and conservation and water management, solid waste management plan and community awareness/education.	40,000
Water storage systems (5)	28,000
Waste management systems – (composition toilets – 6),	30,000
Integrated farming system (food trees and crops seedling distribution).	10,000
<b>TOTAL</b>	<b>256,500</b>

## Site 2: Ijuw District



Ijuw District (Google earth)

<b>Title</b>	Conservation of Marine Biodiversity and Sustainable Land and Water Management.
<b>Location</b>	Ijuw District
<b>Justification of the Project</b>	<ul style="list-style-type: none"> <li>➤ There is a high need for the project due to the long term unsustainable use of natural resources, the degradation of essential drinking water and non imported food stocks, the lack of national/community management and regulations and community awareness and ownership of these issues.</li> <li>➤ Sustainable management of inshore coastal resources and land, its flora and fauna and freshwater are essential to the long term livelihood and quality of life for the people of Nauru. The management of these natural ecosystems is a significant issue. Limited inshore and coastal initiatives have been undertaken to address these issues in the past, however recent programmes through the NFMRA and partner organisations (e.g. SPREP BIORAP and SPC fisheries assessments) an understanding of current issues and steps to manage these are underway. The R2R pilot activities associated with inshore marine systems will greatly increase the understanding of these systems and their subsequent management, including a concerted programme to educate and raise awareness of these issues and their management within project communities. The development of legal systems to regulate managed systems and a national framework for the inclusion of communities as lead resource management stakeholders are key pilot activities.</li> <li>➤ The R2R pilot activities associated with land and water management systems will greatly increase the understanding of these systems, their interconnectivity (ridge to reef), and their subsequent management, including a concerted programme to educate and raise awareness of these issues and their management within project communities. The management of these natural ecosystems is a significant issue. Limited initiatives have been undertaken to address these issues in the past, however recent programmes through the DCIE (SLM, IWRM, GCCA), DoA</li> </ul>

	<p>(Taiwan livestock and food crop projects) and partner organisations (e.g. SPREP BIORAP and SPC plant and food crop programmes) an understanding of current issues and steps to manage these are underway. The deployment of waste management systems that reduce ground water contamination (e.g. composting toilets, piggery sanitation systems), the increased collection of rain water and its direct affect on health and the increased production of food trees and crops will greatly assist the understanding of these system functions and improve quality of life. The development of a sound land and water management systems and the inclusion of communities as lead resource management stakeholders are key pilot activities.</p> <ul style="list-style-type: none"> <li>➤ Capacity building skills and knowledge through lessons learnt from the R2R pilot interventions is expected to be useful and applied throughout the nation.</li> </ul>
<p><b>Summary of Project Site</b></p>	<ul style="list-style-type: none"> <li>➤ Ijuw community is located in the north eastern corner of Nauru boarded by an extensive shallow water reef flat and crest and extends inland through the “bottom side”, “ridge” and “topside” where past and current phosphate extraction mining operations are undertaken. Ijuw is the least populated districts of Nauru with 178 people (2% of the islands population), residing in 28 houses (average house hold size is 6.4) as recorded in the 2011 census. 96% of the district household income is derived from wages/salaries (most of this government) with the remaining income derived from the sale of fish, crops and handicrafts.</li> <li>➤ The 2011 census revealed that 7% of households maintained a kitchen garden (pumpkin, paw paw, cabbage) which was exclusively reported for household consumption. A total of 27 pigs, 86 chickens were grown almost exclusively for home consumption.</li> <li>➤ The 2011 census revealed that 96% of all households in this district engaged regularly in fishing using a range of fishing gears and inshore and coastal habitats. The percentage of fishing broken down to reef habitats (census 2011) includes collection of fish on the ocean flat (85%), resource gleaning on the reef flat (96%), ocean fishing (71%), reef fishing (71%) and net fishing (53%). All fishing activities were principally for home/family consumption however a small percentage of householders indicated that they sold fish, presumably when excess were caught or for specific activities. The exception was for the ocean fishing where 3% of the households indicated that catch these fish principally for commercial purposes.</li> <li>➤ 4% of households in Ijuw indicated that they had access to a boat, no access to traditional canoes and 4% have access to an outboard motor.</li> <li>➤ The 2011 census revealed that only 21% of the districts dwellings had a fully working roof with the reminder needing repair (29%) or replacing (50%). Similarly, 14% of all household had working water collection gutters with the remaining households requiring repair (18%), replacement (7%) and 61% had no gutters at all. 68% of all households had no downpipes connecting roof collection systems to water storage facilities with the remainder documented as in working order.</li> <li>➤ The main source of general water in Ijuw is provided by a portable delivery systems (truck) derived from the nation’s desalination plant (89%) with the remaining provided by underground wells (11%). A survey conducted in 2013 highlighted that the majority of wells in Ijuw have a very high unacceptable levels of <i>E. Coli</i> bacteria indicating high levels of faecal contamination and therefore unsafe for human consumption without further treatment. 100% of drinking water used in Ijuw district is provided by a portable delivery systems (truck) derived from the nation’s desalination plant which is stored in the Ijuw community water storage tank. Monthly water testing of the Ijuw community water tank conducted by the Department of Health shows that the quality of water is within human safety levels and fit for drinking. 29% of households in Ijuw do not have a water storage tank with the remainder of households possessing water storage tanks of various sizes including tanks less than 3,000 gallons (18%), 3,000 - 5,000 gallon tanks (29%), 5,000 – 10,000 gallon tanks (11%) and 10,000 gallons plus (14%).</li> <li>➤ The 2011 census revealed that 79% of households in Ijuw district frequently run</li> </ul>

	<p>out of water with a further 18% of households recording running out of water sometimes.</p> <ul style="list-style-type: none"> <li>➤ There is a range of toilet facilities used within Ijuw district dominated by pour flush toilets (18%) and tank flush (18%) inside the house. Of note approximately 29% of households do not have an access to household toilet facilities. 36% of water used for toilet flushing is derived from water delivered by dispatch from the nation's desalination plant and well/underground water source accounting for 21% of toilet use. 43% of all households in Ijuw use a cesspit or soak away for their sewerage system with 18% using a septic system and 29% of house recorded during the 2011 census having no type of sewerage system.</li> </ul>
<b>Timing and Duration</b>	<ul style="list-style-type: none"> <li>➤ The R2R project is to be undertaken for four consecutive years. All interventions associated with the Ijuw district will be undertaken within this time period. Initiation of specific activities and their duration will be finalised during the inception phase of the project and monitored throughout the length of the project. There are a number of specific project activities that need to be undertaken and results/recommendations discussed before other activities can be initiated. It is expected that the PMU through advice of its project assurance and technical working group will be responsible for the coordination and timely management of project activities.</li> </ul>
<b>Budget</b>	<ul style="list-style-type: none"> <li>➤ See budget details below</li> </ul>
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>➤ The outcome of the R2R interventions will be (i) improved management of the nation's marine and coastal habitats and resources resulting in sustainable livelihoods and protection of ecosystem function, (ii) improved integrated landscape management increasing self reliant community water storage and access, decrease ground water contamination, improved self reliance through increased food tree/crop production and improvements in ecosystem function, (iii) improved mainstreaming government policy and regulatory frameworks, community awareness, understanding and community ownership (iv) and improvement information, awareness and access to (data base) information on sustainable marine, coastal, terrestrial biodiversity and resource management.</li> </ul>
<b>Activities</b>	<ul style="list-style-type: none"> <li>➤ Summary of specific district activities include (i) Ijuw Marine Management Plan and LMMA network including extensive community awareness and educational programmes and LMMA study tour (ii) alternative livelihood options including deployment of inshore and deep water FADS and fishing canoes (iii) Data collection programme (CPUE data inshore/offshore fishing pressure) marine ecosystem health surveys (iv) Ijuw Agricultural Land Use Management Plan and Framework for soil and conservation and water management and its community awareness and monitoring (v) Water storage and waste management (compositing Toilet) system (vi) integrated farming system (food trees and crops seedling distribution).</li> </ul>
<b>Adaptive Capacity Development</b>	<ul style="list-style-type: none"> <li>➤ Government staff (DCIE, DoA), NFMRA, Ijuw CBO staff and selected community individuals will be trained through on the ground technical and managerial capacity building and up skilling programmes so that they in turn will be able to have the skills to training others to replicate skills transfer.</li> </ul>
<b>Risks</b>	<ul style="list-style-type: none"> <li>➤ Lack of awareness and ownership by the community and individuals to the R2R interventions.</li> <li>➤ Failure of training programmes to implement activities successfully resulting in failure of the interventions to have any positive impacts.</li> <li>➤ Lack of Political support.</li> <li>➤ Land ownership issues,</li> <li>➤ Unsolved disagreements within the project board, project steering committee and technical working group.</li> <li>➤ Insufficient monitoring and maintenance of projects interventions, especially equipment.</li> </ul>

<b>Partnerships</b>	➤ DCIE, NFMRA, CBO Leaders, Ijuw community representatives, UNDP staff and UN Country Development Manager.												
<b>Potential Project Co-Financing</b>	<table> <tr> <td>European Union</td> <td>130,600</td> </tr> <tr> <td>Australian Agency for International Development (AusAID)</td> <td>240,000</td> </tr> <tr> <td>Government of Japan</td> <td>800,000</td> </tr> <tr> <td>Government of Nauru</td> <td>312,500</td> </tr> <tr> <td>Australian Agency for International Development (AusAID)</td> <td>216,000</td> </tr> <tr> <td><b>TOTAL</b></td> <td><b>1,699,100</b></td> </tr> </table>	European Union	130,600	Australian Agency for International Development (AusAID)	240,000	Government of Japan	800,000	Government of Nauru	312,500	Australian Agency for International Development (AusAID)	216,000	<b>TOTAL</b>	<b>1,699,100</b>
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<b>TOTAL</b>	<b>1,699,100</b>												
<b>Other related projects and potential relationships</b>	<ul style="list-style-type: none"> <li>➤ IWRM</li> <li>➤ GCCA</li> <li>➤ REC</li> <li>➤ SLM</li> <li>➤ NFMRA AusAID-funded ISP</li> </ul>												

## BUDGET

<b>Preferred Project Activity</b>	<b>Estimated Costs (USD)</b>
Marine Management Plan, LMMA consultations, awareness/education and study tour	80,000
Alternative livelihood options: <ul style="list-style-type: none"> <li>➤ Deployment of 2 FADS</li> <li>➤ 5 traditional fishing canoe and training.</li> </ul>	48,750
Marine ecosystem health surveys with a focus on coral cover, fish and invertebrate abundance and related water circulation studies; fish catch study, and alternative livelihood assessments	19,750
Integrated Agricultural land use management plan, Framework for soil and conservation and water management, solid waste management plan and community awareness/education.	40,000
Water storage systems (5)	28,000
Waste management systems – (composition toilets – 6),	30,000
Integrated farming system (food trees and crops seedling distribution).	10,000
<b>TOTAL</b>	<b>256,500</b>

### Site 3: Anibare District



Anibare District (Google earth)

<b>Title</b>	Conservation of Marine Biodiversity and Sustainable Land and Water Management.
<b>Location</b>	Anibare District
<b>Justification of the Project</b>	<ul style="list-style-type: none"> <li>➤ There is a high need for the project due to the long term unsustainable use of natural resources, the degradation of essential drinking water and non imported food stocks, the lack of national/community management and regulations and community awareness and ownership of these issues.</li> <li>➤ Sustainable management of inshore coastal resources and land, its flora and fauna and freshwater are essential to the long term livelihood and quality of life for the people of Nauru. The management of these natural ecosystems is a significant issue. Limited inshore and coastal initiatives have been undertaken to address these issues in the past, however recent programmes through the NFMRA and partner organisations (e.g. SPREP BIORAP and SPC fisheries assessments) an understanding of current issues and steps to manage these are underway. The R2R pilot activities associated with inshore marine systems will greatly increase the understanding of these systems and their subsequent management, including a concerted programme to educate and raise awareness of these issues and their management within project communities. The development of legal systems to regulate managed systems and a national framework for the inclusion of communities as lead resource management stakeholders are key pilot activities.</li> <li>➤ The R2R pilot activities associated with land and water management systems will greatly increase the understanding of these systems, their interconnectivity (ridge to reef), and their subsequent management, including a concerted programme to educate and raise awareness of these issues and their management within project communities. The management of these natural ecosystems is a significant issue. Limited initiatives have been undertaken to address these issues in the past, however recent programmes through the DCIE (SLM, IWRM, GCCA), DoA</li> </ul>

	<p>(Taiwan livestock and food crop projects) and partner organisations (e.g. SPREP BIORAP and SPC plant and food crop programmes) an understanding of current issues and steps to manage these are underway. The deployment of waste management systems that reduce ground water contamination (e.g. composting toilets, piggery sanitation systems), the increased collection of rain water and its direct affect on health and the increased production of food trees and crops will greatly assist the understanding of these system functions and improve quality of life. The development of a sound land and water management systems and the inclusion of communities as lead resource management stakeholders are key pilot activities.</p> <ul style="list-style-type: none"> <li>➤ Capacity building skills and knowledge through lessons learnt from the R2R pilot interventions is expected to be useful and applied throughout the nation.</li> </ul>
<p><b>Summary of Project Site</b></p>	<ul style="list-style-type: none"> <li>➤ Anibare community is located in the eastern side of Nauru boarded by an extensive shallow water reef flat and crest and extends inland through the “bottom side”, “ridge” and “topside” where past and current phosphate extraction mining operations are undertaken. Anibare is the second least populated districts of Nauru with 226 people (2% of the islands population), residing in 34 houses (average house hold size is 6.6) as recorded in the 2011 census. 91% of the district household income is derived from wages/salaries (most of this government) with the remaining income derived from rent of land, sale of fish/crops/handicrafts and small locally own business.</li> <li>➤ The 2011 census revealed that 6% of households maintained a kitchen garden (pumpkin, mango, paw paw, cabbage, bread fruit and other tropical corps) which was exclusively reported for household consumption. A total of 41 pigs and 248 chickens were grown almost exclusively for home consumption.</li> <li>➤ The 2011 census revealed that 85% of all households in this district engaged regularly in fishing using a range of fishing gears and inshore and coastal habitats. The percentage of fishing broken down to reef habitats (census 2011) includes collection of fish on the ocean flat (20%), resource gleaning on the reef flat (74%), ocean fishing (44%), reef fishing (52%) and net fishing (41%). All fishing activities were principally for home/family consumption however a small percentage of householders indicated that they sold fish, presumably when excess were caught or for specific activities.</li> <li>➤ 15% of households in Anibare indicated that they had access to a boat, no access to a traditional canoe and 3% have access to an outboard motor.</li> <li>➤ The 2011 census revealed that only 29% of the districts dwellings had a fully working roof with the reminder needing repair (59%) or replacing (12%). Similarly, 21% of all household had working water collection gutters with the remaining households requiring repair (24%), replacement (21%) and 35% had no gutters at all. 38% of all households had no downpipes connecting roof collection systems to water storage facilities with 3% needing repair, the remainder was documented as in working order.</li> <li>➤ The main source of general water in Anibare is provided by underground wells (50%), a portable delivery systems (truck) derived from the nations desalination plant (35%) and the reminder from rainwater catchment systems (15%). A survey conducted in 2013 highlighted that the majority of wells in Anibare have a very high unacceptable levels of <i>E. Coli</i> bacteria indicating high levels of faecal contamination and therefore unsafe for human consumption without further treatment. 59% of drinking water used in Anibare district is provided by a portable delivery systems (truck) derived from the nations desalination plant which is stored in the Anabar community water storage tank, 38 % of households have rain water catchment systems and a small number of households (2%) use well/underground water. Monthly water testing of the Anibare community water tank conducted by the Department of Health shows that the quality of water is within human safety levels and fit for drinking. 12% of households in Anibare do not have a water storage tank with the remainder of households possessing water storage tanks of</li> </ul>

	<p>various sizes including tanks less than 3,000 gallons (9%), 3,000 - 5,000 gallon tanks (32%), 5,000 – 10,000 gallon tanks (35%) and 10,000 gallons plus (12%).</p> <ul style="list-style-type: none"> <li>➤ The 2011 census revealed that 21% of households in Anibare district frequently run out of water with a further 53% of households recording running out of water sometimes.</li> <li>➤ There is a range of toilet facilities used within Anibare district dominated by pour flush toilets (50%) and tank flush (24%) inside the house. Of note approximately 6% of households do not have an access to household toilet facilities utilising a shared bathroom arrangements with neighbours. 59% of water used for toilet flushing is derived from well/underground water with water delivered by dispatch accounting for (18%). 44% of all households in Anibare use a cesspit or soak away for their sewerage system with 47% using a septic system and 6% recorded during the 2011 census having no type of sewerage system.</li> </ul>
<b>Timing and Duration</b>	<ul style="list-style-type: none"> <li>➤ The R2R project is to be undertaken for four consecutive years. All interventions associated with the Anibare district will be undertaken within this time period. Initiation of specific activities and their duration will be finalised during the inception phase of the project and monitored throughout the length of the project. There are a number of specific project activities that need to be undertaken and results/recommendations discussed before other activities can be initiated. It is expected that the PMU through advice of its project assurance and technical working group will be responsible for the coordination and timely management of project activities.</li> </ul>
<b>Budget</b>	<ul style="list-style-type: none"> <li>➤ See budget details below</li> </ul>
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>➤ The outcome of the R2R interventions will be (i) improved management of the nation's marine and coastal habitats and resources resulting in sustainable livelihoods and protection of ecosystem function, (ii) improved integrated landscape management increasing self reliant community water storage and access, decrease ground water contamination, improved self reliance through increased food tree/crop production and improvements in ecosystem function, (iii) improved mainstreaming government policy and regulatory frameworks, community awareness, understanding and community ownership (iv) and improvement information, awareness and access to (data base) information on sustainable marine, coastal, terrestrial biodiversity and resource management.</li> </ul>
<b>Activities</b>	<ul style="list-style-type: none"> <li>➤ Summary of specific district activities include (i) Anibare Marine Management Plan and LMMA network including extensive community awareness and educational programmes and LMMA study tour (ii) alternative livelihood options including deployment of inshore and deep water FADS and fishing canoes (iii) Data collection programme (CPUE data inshore/offshore fishing pressure) and marine coral health survey (iv) Anibare Agricultural Land Use Management Plan and Framework for soil and conservation and water management and its community awareness and monitoring (v) Water storage and waste management (compositing Toilet) system (vi) integrated farming system (food trees and crops seedling distribution).</li> </ul>
<b>Adaptive Capacity Development</b>	<ul style="list-style-type: none"> <li>➤ Government staff (DCIE, DoA), NFMRA, Anibare CBO staff and selected community individuals will be trained through on the ground technical and managerial capacity building and up skilling programmes so that they in turn will be able to have the skills to training others to replicate skills transfer.</li> </ul>
<b>Risks</b>	<ul style="list-style-type: none"> <li>➤ Lack of awareness and ownership by the community and individuals to the R2R interventions.</li> <li>➤ Failure of training programmes to implement activities successfully resulting in failure of the interventions to have any positive impacts.</li> <li>➤ Lack of Political support.</li> <li>➤ Land ownership issues,</li> <li>➤ Unsolved disagreements within the project board, project steering committee and technical working group.</li> </ul>



	<ul style="list-style-type: none"> <li>➤ Insufficient monitoring and maintenance of projects interventions, especially equipment.</li> </ul>												
<b>Partnerships</b>	<ul style="list-style-type: none"> <li>➤ DCIE, NFMRA, CBO Leaders, Anibare community representatives, UNDP staff and UN Country Development Manager.</li> </ul>												
<b>Potential Project Co-Financing</b>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">European Union</td> <td style="text-align: right;">130,600</td> </tr> <tr> <td>Australian Agency for International Development (AusAID)</td> <td style="text-align: right;">240,000</td> </tr> <tr> <td>Government of Japan</td> <td style="text-align: right;">800,000</td> </tr> <tr> <td>Government of Nauru</td> <td style="text-align: right;">312,500</td> </tr> <tr> <td>Australian Agency for International Development (AusAID)</td> <td style="text-align: right;">216,000</td> </tr> <tr> <td><b>TOTAL</b></td> <td style="text-align: right; border-top: 1px solid black;"><b>1,699,100</b></td> </tr> </table>	European Union	130,600	Australian Agency for International Development (AusAID)	240,000	Government of Japan	800,000	Government of Nauru	312,500	Australian Agency for International Development (AusAID)	216,000	<b>TOTAL</b>	<b>1,699,100</b>
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<b>TOTAL</b>	<b>1,699,100</b>												
<b>Other related projects and potential relationships</b>	<ul style="list-style-type: none"> <li>➤ IWRM</li> <li>➤ GCCA</li> <li>➤ REC</li> <li>➤ SLM</li> <li>➤ NFMRA AusAID-funded ISP</li> </ul>												

## BUDGET

Preferred Project Activity	Estimated Costs (USD)
Marine Management Plan, LMMA consultations, awareness/education and study tour	80,000
Alternative livelihood options: <ul style="list-style-type: none"> <li>➤ Deployment of 2 FADS</li> <li>➤ 5 traditional fishing canoe and training.</li> </ul>	48,750
Marine ecosystem health surveys with a focus on coral cover, fish and invertebrate abundance and related water circulation studies; fish catch study, and alternative livelihood assessments	19,750
Integrated Agricultural land use management plan, Framework for soil and conservation and water management, solid waste management plan and community awareness/education.	40,000
Water storage systems (5)	28,000
Waste management systems – (composition toilets – 6),	30,000
Integrated farming system (food trees and crops seedling distribution).	10,000
<b>TOTAL</b>	<b>256,500</b>

#### Site 4: Buada District



Buada District (Google earth)

<b>Title</b>	Conservation of Marine Biodiversity and Sustainable Land and Water Management.
<b>Location</b>	Buada District
<b>Justification of the Project</b>	<ul style="list-style-type: none"> <li>➤ There is a high need for the project due to the long term unsustainable use of natural resources, the degradation of essential drinking water and non imported food stocks, the lack of national/community management and regulations and community awareness and ownership of these issues.</li> <li>➤ Sustainable management of inshore coastal resources and land, its flora and fauna and freshwater are essential to the long term livelihood and quality of life for the people of Nauru. The management of these natural ecosystems is a significant issue. Limited inshore and coastal initiatives have been undertaken to address these issues in the past, however recent programmes through the NFMRA and partner organisations (e.g. SPREP BIORAP and SPC fisheries assessments) an understanding of current issues and steps to manage these are underway. The R2R pilot activities associated with inshore marine systems will greatly increase the understanding of these systems and their subsequent management, including a concerted programme to educate and raise awareness of these issues and their management within project communities. The development of legal systems to regulate managed systems and a national framework for the inclusion of communities as lead resource management stakeholders are key pilot activities.</li> <li>➤ The R2R pilot activities associated with land and water management systems will greatly increase the understanding of these systems, their interconnectivity (ridge to reef), and their subsequent management, including a concerted programme to educate and raise awareness of these issues and their management within project communities. The management of these natural ecosystems is a significant issue. Limited initiatives have been undertaken to address these issues in the past,</li> </ul>

	<p>however recent programmes through the DCIE (SLM, IWRM, GCCA), DoA (Taiwan livestock and food crop projects) and partner organisations (e.g. SPREP BIORAP and SPC plant and food crop programmes) an understanding of current issues and steps to manage these are underway. The deployment of waste management systems that reduce ground water contamination (e.g. composting toilets, piggery sanitation systems), the increased collection of rain water and its direct affect on health and the increased production of food trees and crops will greatly assist the understanding of these system functions and improve quality of life. The development of a sound land and water management systems and the inclusion of communities as lead resource management stakeholders are key pilot activities.</p> <ul style="list-style-type: none"> <li>➤ Capacity building skills and knowledge through lessons learnt from the R2R pilot interventions is expected to be useful and applied throughout the nation.</li> </ul>
<p><b>Summary of Project Site</b></p>	<ul style="list-style-type: none"> <li>➤ Buada community is located in the middle of the island towards the south and is the only district of Nauru that is land locked and does not have direct access to the coast. It does however a tidal brackish water “lagoon” and extensive inland “ridge” and “topside” land area with areas that have not been mined. Buada is one of the least populated districts with 739 people (7% of the islands population), residing in 132 houses (average house hold size is 5.6) as recorded in the 2011 census. 86% of the district household income is derived from wages/salaries (most of this government) with the remaining income derived from remittances, rental of land and small locally own business.</li> <li>➤ The 2011 census revealed that 20% of households maintained a kitchen garden (pumpkin, mango, paw paw, cabbage, bread fruit and other tropical crops) with a small percentage of garden produce sold. A total of 233 pigs, 397 chickens and 20 ducks were grown almost exclusively for home consumption.</li> <li>➤ The 2011 census revealed that 39% of all households in this district engaged regularly in fishing using a range of fishing gears and inshore and coastal habitats. The percentage of fishing broken down to reef habitats (census 2011) includes collection of fish on the ocean flat (12%), resource gleaning on the reef flat (18%), ocean fishing (19%), reef fishing (18%) and net fishing (11%). In addition, 1 % of the households have been involved with aquaculture. All fishing activities were principally for home/family consumption however a small percentage of householders indicated that they sold fish, presumably when excess were caught or for specific activities.</li> <li>➤ 4% of households in Buada indicated that they had access to a boat, no access to a traditional canoe and 1% has access to an outboard motor.</li> <li>➤ The 2011 census revealed that only 38% of the districts dwellings had a fully working roof with the reminder needing repair (43%) or replacing (19%). 20% of all household had working water collection gutters with the remaining households requiring repair (29%), replacement (21%) and 30% had no gutters at all. 36% of all households had no downpipes connecting roof collection systems to water storage facilities with the remainder was documented as in working order.</li> <li>➤ The main source of general water in Buada is provided by a portable delivery systems (truck) derived from the nations desalination plant (60%) with the remainder derived from underground wells (32%), rainwater catchment systems (7%) and bottled water (2%). A survey conducted in 2013 highlighted that the majority of wells in Buada have a very high unacceptable levels of <i>E. Coli</i> bacteria indicating high levels of faecal contamination and therefore unsafe for human consumption without further treatment. 74% of drinking water used in Buada district is provided by a portable delivery systems (truck) derived from the nations desalination plant which is stored in the Buada community water storage tank, 17% of households have rain water catchment systems and a small number of households used wells/underground 3% and bottled water (3%). Monthly water testing of the Buada community water tank conducted by the Department of Health shows that the quality of water is within human safety levels and fit for drinking. 20</li> </ul>

	<p>percent of households in Buada do not have a water storage tank with the remainder of households possessing water storage tanks of various sizes including tanks less than 3,000 gallons (5%), 3,000 - 5,000 gallon tanks (30%), 5,000 – 10,000 gallon tanks (23%) and 10,000 gallons plus (22%).</p> <ul style="list-style-type: none"> <li>➤ The 2011 census revealed that 8% of households in Buada district frequently run out of water with a further 60% of households recording running out of water sometimes.</li> <li>➤ There is a range of toilet facilities used within Buada district dominated by tank flush (48%) and pour flush toilets (42%) inside the house. Of note approximately 2% of households do not have an access to household toilet facilities utilising a shared bathroom arrangements with neighbours. 51% of water used for toilet flushing is derived from well/underground water with water delivered by dispatch accounting for (42%). 89% of all households in Buada use a cesspit or soak away for their sewerage system with 7% using a septic system and 2% recorded during the 2011 census having no type of sewerage system.</li> </ul>
<b>Timing and Duration</b>	<ul style="list-style-type: none"> <li>➤ The R2R project is to be undertaken for four consecutive years. All interventions associated with the Buada district will be undertaken within this time period. Initiation of specific activities and their duration will be finalised during the inception phase of the project and monitored throughout the length of the project. There are a number of specific project activities that need to be undertaken and results/recommendations discussed before other activities can be initiated. It is expected that the PMU through advice of its project assurance and technical working group will be responsible for the coordination and timely management of project activities.</li> </ul>
<b>Budget</b>	<ul style="list-style-type: none"> <li>➤ See budget details below.</li> </ul>
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>➤ The outcome of the R2R interventions will be (i) improved management of the nation's marine and coastal habitats and resources resulting in sustainable livelihoods and protection of ecosystem function, (ii) improved integrated landscape management increasing self reliant community water storage and access, decrease ground water contamination, improved self reliance through increased food tree/crop production and improvements in ecosystem function, (iii) improved mainstreaming government policy and regulatory frameworks, community awareness, understanding and community ownership (iv) and improvement information, awareness and access to (data base) information on sustainable marine, coastal, terrestrial biodiversity and resource management.</li> </ul>
<b>Activities</b>	<ul style="list-style-type: none"> <li>➤ Summary of specific district activities include (i) Buada Integrated Management Plan for the lagoon and Management Area Network including extensive community awareness and educational programmes and LMA study tour (ii) Buada Agricultural Land Use Management Plan and Framework for soil and conservation and water management and its community awareness and monitoring (iii) Water storage and waste management (compositing Toilet) system (iv) integrated farming system (food trees and crops seedling distribution) and (v) plant nursery enhancement.</li> </ul>
<b>Adaptive Capacity Development</b>	<ul style="list-style-type: none"> <li>➤ Government staff (DCIE, DoA), NFMRA, Buada CBO staff and selected community individuals will be trained through on the ground technical and managerial capacity building and up skilling programmes so that they in turn will be able to have the skills to training others to replicate skills transfer.</li> </ul>
<b>Risks</b>	<ul style="list-style-type: none"> <li>➤ Lack of awareness and ownership by the community and individuals to the R2R interventions.</li> <li>➤ Failure of training programmes to implement activities successfully resulting in failure of the interventions to have any positive impacts.</li> <li>➤ Lack of Political support.</li> <li>➤ Land ownership issues,</li> <li>➤ Unsolved disagreements within the project board, project steering committee and technical working group.</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Insufficient monitoring and maintenance of projects interventions, especially equipment.</li> </ul>								
<b>Partnerships</b>	<ul style="list-style-type: none"> <li>➤ DCIE, NFMRA, CBO Leaders, Buada community representatives, UNDP staff and UN Country Development Manager.</li> </ul>								
<b>Potential Project Co-Financing</b>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">European Union</td> <td style="text-align: right;">130,600</td> </tr> <tr> <td>Australian Agency for International Development (AusAID)</td> <td style="text-align: right;">240,000</td> </tr> <tr> <td>Government of Japan</td> <td style="text-align: right;">800,000</td> </tr> <tr> <td><b>TOTAL</b></td> <td style="text-align: right; border-top: 1px solid black;"><b>1,170,600</b></td> </tr> </table>	European Union	130,600	Australian Agency for International Development (AusAID)	240,000	Government of Japan	800,000	<b>TOTAL</b>	<b>1,170,600</b>
European Union	130,600								
Australian Agency for International Development (AusAID)	240,000								
Government of Japan	800,000								
<b>TOTAL</b>	<b>1,170,600</b>								
<b>Other related projects and potential relationships</b>	<ul style="list-style-type: none"> <li>➤ IWRM</li> <li>➤ GCCA</li> <li>➤ REC</li> <li>➤ SLM</li> <li>➤ NFMRA AusAID-funded ISP</li> </ul>								

## BUDGET

Preferred Project Activity	Estimated Costs (USD)
Integrated Agricultural land use management plan, Framework for soil and conservation and water management, solid waste management plan and community awareness/education.	40,000
Water storage systems (5)	28,000
Waste management systems – (composition toilets – 6),	30,000
Integrated farming system (food trees and crops seedling distribution).	10,000
Plant nursery enhancement	11,000
<b>TOTAL</b>	<b>119,000</b>

## Site 5: Meneng District



Meneng District (Google earth)

<b>Title</b>	Conservation of Marine Biodiversity and Sustainable Land and Water Management.
<b>Location</b>	Meneng District
<b>Justification of the Project</b>	<ul style="list-style-type: none"> <li>➤ There is a high need for the project due to the long term unsustainable use of natural resources, the degradation of essential drinking water and non imported food stocks, the lack of national/community management and regulations and community awareness and ownership of these issues.</li> <li>➤ Sustainable management of inshore coastal resources and land, its flora and fauna and freshwater are essential to the long term livelihood and quality of life for the people of Nauru. The management of these natural ecosystems is a significant issue. Limited inshore and coastal initiatives have been undertaken to address these issues in the past, however recent programmes through the NFMRA and partner organisations (e.g. SPREP BIORAP and SPC fisheries assessments) an understanding of current issues and steps to manage these are underway. The R2R pilot activities associated with inshore marine systems will greatly increase the understanding of these systems and their subsequent management, including a concerted programme to educate and raise awareness of these issues and their management within project communities. The development of legal systems to regulate managed systems and a national framework for the inclusion of communities as lead resource management stakeholders are key pilot activities.</li> <li>➤ The R2R pilot activities associated with land and water management systems will greatly increase the understanding of these systems, their interconnectivity (ridge to reef), and their subsequent management, including a concerted programme to educate and raise awareness of these issues and their management within project communities. The management of these natural ecosystems is a significant issue. Limited initiatives have been undertaken to address these issues in the past,</li> </ul>

	<p>however recent programmes through the DCIE (SLM, IWRM, GCCA), DoA (Taiwan livestock and food crop projects) and partner organisations (e.g. SPREP BIORAP and SPC plant and food crop programmes) an understanding of current issues and steps to manage these are underway. The deployment of waste management systems that reduce ground water contamination (e.g. composting toilets, piggery sanitation systems), the increased collection of rain water and its direct affect on health and the increased production of food trees and crops will greatly assist the understanding of these system functions and improve quality of life. The development of a sound land and water management systems and the inclusion of communities as lead resource management stakeholders are key pilot activities.</p> <ul style="list-style-type: none"> <li>➤ Capacity building skills and knowledge through lessons learnt from the R2R pilot interventions is expected to be useful and applied throughout the nation.</li> </ul>
<p><b>Summary of Project Site</b></p>	<ul style="list-style-type: none"> <li>➤ Meneng community is located in the south western corner of Nauru boarded by an extensive shallow water reef flat and crest and extends inland through the “bottom side”, “ridge” and “topside” where past and current phosphate extraction mining operations are undertaken. Meneng is one of the most populated districts with 2,975 people (30% of the islands population), residing in 241 houses (average house hold size is 5.7) as recorded in the 2011 census. 87% of the district household income is derived from wages/salaries (most of this government) with the remaining income derived from remittances, land and house rental, small locally own business, and the sale of fish/crops/handicrafts.</li> <li>➤ The 2011 census revealed that 11% of households maintained a kitchen garden (pumpkin, mango, paw paw, cabbage, bread fruit) almost exclusively for home consumption. A total of 172 pigs, 957 chickens and 8 ducks were grown almost exclusively for home consumption.</li> <li>➤ The 2011 census revealed that 55% of all households in this district engaged regularly in fishing using a range of fishing gears and inshore and coastal habitats. The percentage of fishing broken down to reef habitats (census 2011) includes collection of fish on the ocean flat (13%), resource gleaning on the reef flat (32%), ocean fishing (21%), reef fishing (22%) and net fishing (24%). In addition, 2% of the households have been involved with aquaculture. All fishing activities were principally for home/family consumption however a small percentage of householders indicated that they sold fish, presumably when excess were caught or for specific activities.</li> <li>➤ 5% of households in Meneng indicated that they had access to a boat, 2% access to a traditional canoe and access to an outboard motor.</li> <li>➤ The 2011 census revealed that only 42% of the districts dwellings had a fully working roof with the reminder needing repair (24%) or replacing (33%). Similarly, 29% of all household had working water collection gutters with the remaining households requiring repair (13%), replacement (12%) and 50% had no gutters at all. 50% of all households had no downpipes connecting roof collection systems to water storage facilities with 3% needing repair, the remainder was documented as in working order.</li> <li>➤ The main source of general water in Meneng is provided by a portable delivery systems (truck) derived from the nation's desalination plant (70%) and the reminder from well/underground water (17%) and rainwater catchment systems (13%). A survey conducted in 2013 highlighted that the majority of wells in Meneng have a very high unacceptable levels of <i>E. Coli</i> bacteria indicating high levels of faecal contamination and therefore unsafe for human consumption without further treatment. 80% of drinking water used in Meneng district is provided by portable delivery systems (truck) derived from the nation's desalination plant which is stored in the Buada community water storage tank, 36% of households use rain water catchment systems and a small number of households (2) use well/underground water and bottled water. Monthly water testing of the Meneng community water tank conducted by the Department of Health shows that the</li> </ul>

	<p>quality of water is within human safety levels and fit for drinking. 25% of households in Meneng do not have a water storage tank with the remainder of households possessing water storage tanks of various sizes including tanks less than 3,000 gallons (9%), 3,000 - 5,000 gallon tanks (34%), 5,000 – 10,000 gallon tanks (20%) and 10,000 gallons plus (12%).</p> <ul style="list-style-type: none"> <li>➤ The 2011 census revealed that 40% of households in Meneng district frequently run out of water with a further 32% of households recording running out of water sometimes.</li> <li>➤ There is a range of toilet facilities used within Anabar district dominated by pour flush toilets (60%) and tank flush (23%) inside the house. Of note approximately 3% of households do not have an access to household toilet facilities utilising a shared bathroom arrangements with neighbours. 51% of water used for toilet flushing is derived from water delivered by dispatch and well/underground water accounting for (32%) of usage. 69% of all households in Meneng use a cesspit or soak away for their sewerage system with 25% using a septic system and 2% recorded during the 2011 census having no type of sewerage system.</li> </ul>
<b>Timing and Duration</b>	<ul style="list-style-type: none"> <li>➤ The R2R project is to be undertaken for four consecutive years. All interventions associated with the Meneng district will be undertaken within this time period. Initiation of specific activities and their duration will be finalised during the inception phase of the project and monitored throughout the length of the project. There are a number of specific project activities that need to be undertaken and results/recommendations discussed before other activities can be initiated. It is expected that the PMU through advice of its project assurance and technical working group will be responsible for the coordination and timely management of project activities.</li> </ul>
<b>Budget</b>	<ul style="list-style-type: none"> <li>➤ See budget details below</li> </ul>
<b>Outcomes</b>	<ul style="list-style-type: none"> <li>➤ The outcome of the R2R interventions will be (i) improved management of the nation's marine and coastal habitats and resources resulting in sustainable livelihoods and protection of ecosystem function, (ii) improved integrated landscape management increasing self reliant community water storage and access, decrease ground water contamination, improved self reliance through increased food tree/crop production and improvements in ecosystem function, (iii) improved mainstreaming government policy and regulatory frameworks, community awareness, understanding and community ownership (iv) and improvement information, awareness and access to (data base) information on sustainable marine, coastal, terrestrial biodiversity and resource management.</li> </ul>
<b>Activities</b>	<ul style="list-style-type: none"> <li>➤ Summary of specific district activities include (i) Meneng Marine Management Plan and LMMA network including extensive community awareness and educational programmes and LMMA study tour (ii) alternative livelihood options including deployment of inshore and deep water FADS and fishing canoes (iii) Data collection programme (CPUE data inshore/offshore fishing pressure) and marine ecosystem health surveys (iv) Meneng Agricultural Land Use Management Plan and Framework for soil and conservation and water management and its community awareness and monitoring (v) Water storage and waste management (compositing Toilet) system (vi) integrated farming system (food trees and crops seedling distribution).</li> </ul>
<b>Adaptive Capacity Development</b>	<ul style="list-style-type: none"> <li>➤ Government staff (DCIE, DoA), NFMRA, Meneng CBO staff and selected community individuals will be trained through on the ground technical and managerial capacity building and up skilling programmes so that they in turn will be able to have the skills to training others to replicate skills transfer.</li> </ul>
<b>Risks</b>	<ul style="list-style-type: none"> <li>➤ Lack of awareness and ownership by the community and individuals to the R2R interventions.</li> <li>➤ Failure of training programmes to implement activities successfully resulting in failure of the interventions to have any positive impacts.</li> <li>➤ Lack of Political support.</li> </ul>



	<ul style="list-style-type: none"> <li>➤ Land ownership issues,</li> <li>➤ Unsolved disagreements within the project board, project steering committee and technical working group.</li> <li>➤ Insufficient monitoring and maintenance of projects interventions, especially equipment.</li> </ul>												
<b>Partnerships</b>	➤ DCIE, NFMRA, CBO Leaders, Meneng community representatives, UNDP staff and UN Country Development Manager.												
<b>Potential Project Co-Financing</b>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">European Union</td> <td style="text-align: right;">130,600</td> </tr> <tr> <td>Australian Agency for International Development (AusAID)</td> <td style="text-align: right;">240,000</td> </tr> <tr> <td>Government of Japan</td> <td style="text-align: right;">800,000</td> </tr> <tr> <td>Government of Nauru</td> <td style="text-align: right;">312,500</td> </tr> <tr> <td>Australian Agency for International Development (AusAID)</td> <td style="text-align: right;">216,000</td> </tr> <tr> <td><b>TOTAL</b></td> <td style="text-align: right;"><b>1,699,100</b></td> </tr> </table>	European Union	130,600	Australian Agency for International Development (AusAID)	240,000	Government of Japan	800,000	Government of Nauru	312,500	Australian Agency for International Development (AusAID)	216,000	<b>TOTAL</b>	<b>1,699,100</b>
European Union	130,600												
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Australian Agency for International Development (AusAID)	216,000												
<b>TOTAL</b>	<b>1,699,100</b>												
<b>Other related projects and potential relationships</b>	<ul style="list-style-type: none"> <li>➤ IWRM</li> <li>➤ GCCA</li> <li>➤ REC</li> <li>➤ SLM</li> <li>➤ NFMRA AusAID-funded ISP</li> </ul>												

## BUDGET

Preferred Project Activity	Estimated Costs (USD)
Marine Management Plan, LMMA consultations, awareness/education and study tour	80,000
Alternative livelihood options: <ul style="list-style-type: none"> <li>➤ Deployment of 2 FADS</li> <li>➤ 5 traditional fishing canoe and training.</li> </ul>	48,750
Marine ecosystem health surveys with a focus on coral cover, fish and invertebrate abundance and related water circulation studies; fish catch study, and alternative livelihood assessments	19,750
Integrated Agricultural land use management plan, Framework for soil and conservation and water management, solid waste management plan and community awareness/education.	40,000
Water storage systems (5)	28,000
Waste management systems – (composition toilets – 6),	30,000
Integrated farming system (food trees and crops seedling distribution).	10,000
<b>TOTAL</b>	<b>256,500</b>

## ANNEX 4: UNDP Risk Log

#	Description	Date Identified	Type	Impact & Probability	Countermeasures / Mngt response	Owner	Submitted, updated by	Last Update	Status
1	Lack of community buy-in due to lack of awareness, land tenure issues, and perceived loss of food source.	June 2014	Cultural, educational	Impact - 4 Probability - 1	All community members were included during project design consultations, including the launch of the PPG phase, project design workshop, and appraisal workshop. They are all members of the Nauru R2R teamwork's space, established and hosted by UNDP, and are kept updated with R2R related matters. Proper advocacy activities for district leaders and community members on the short-term and long-term benefits of LMMAs will dispel doubts on permanent loss of their food source. As well, communities will be enabled to use alternative fishing methods that will not affect sites preserved as LMMAs.				
2	Lack of political support and buy in for sustainable management of biodiversity, ecosystem	June 2014	Political	Impact - 4 Probability - 3	The R2R project includes an extensive capacity enhancement programs and provides support to address political concerns and provide innovative solutions. Project support to develop national polices,				

#	Description	Date Identified	Type	Impact & Probability	Countermeasures / Mngt response	Owner	Submitted, updated by	Last Update	Status
	functions and resources.				finalise legislation and regulations will provide a supportive platform for biodiversity and resource management.				
3	Systematic approach and mechanisms lacking for biodiversity conservation and sustainable coastal and land use management.	June 2014	Institutional, technical	Impact - 3 Probability - 3	The project will introduce Ridge-to-Reef training and implementation for sustainable coastal, marine, terrestrial and biodiversity conservation with the relevant sectors of government in cooperation with NGOs and community organisations and community themselves.				
4	Marine and terrestrial ecosystems are not sufficiently resilient and their biological and physical integrity is compromised by the effects of global and regional climate change.	June 2014	Environmental, global	Impact – 2 Probability - 4	The project will undertake coral reef and re-vegetation activities that will contribute to reducing the impacts of climate change on ecosystem services and human infrastructure (through coastal protection). As well, agricultural activities using drought resistant plants will increase resilience to climate change impacts.				
5	Limited capacity could limit success of project implementation	June 2014	Operational, educational, institutional	Impact - 4 Probability - 3	The R2R program includes a capacity enhancement program for national partners. The project is allocating				

#	Description	Date Identified	Type	Impact & Probability	Countermeasures / Mngt response	Owner	Submitted, updated by	Last Update	Status
					sufficient resources to ensure participation of key local staff. Based on agreement by Government, UNDP MCO is providing direct implementation support such as recruitment, procurement and payment of services. These will greatly facilitate the implementation of the project.				

## ANNEX 5: Letter of Co-financing

### A. Co-financing from DCIE



#### Department of Commerce, Industry and Environment

Ms. Osnat Lubrani  
Resident Representative  
UNDP Fiji Multi-Country Office (MCO)  
Level 3, Kadavu House, Victoria Parade, Suva  
FIJI

Dear Ms. Lubrani,

**Subject: Department of Commerce, Industry & Environment (DCIE) Co-financing for Nauru Ridge-to-Reef Full Size Project**

This is to confirm our commitment to provide co-financing for the full size project entitled **Implementing a "Ridge-to-Reef approach to protecting biodiversity and ecosystem functions in Nauru (R2R Nauru)** for the period 2014 to 2018.

The breakdown of co-financing both in-kind or grant from the existing programmes and/or projects at DCIE are as follows:

<i>Name of Programme/Project</i>	<i>Donor Agency</i>	<i>Amount (US\$)</i>
DCIE	Government of Nauru	400,000 (in-kind)
Increasing rainwater harvesting capacity and improving water security in Nauru	European Union	653,000 (in-kind)
Improving water storage capacity in Nauru	Australian Agency for International Development (AusAID)	1,200,000 (Grant)
Pacific Environment Community Fund	Government of Japan	4,000,000 (Grant)
Total		6,253,000

I look forward to working closely with UNDP for the successful implementation of the R2R Nauru project.

Yours sincerely,

Mr. Bryan Siva, Secretary of DCIE



## B. Co-financing from NFMRA

Ms. Osnat Lubrani  
Resident Representative  
UNDP Fiji Multi-Country Office (MCO)  
Level 8, Kadavu House, Victoria Parade, Suva  
FIJI

Dear Ms. Lubrani,

**Subject: Nauru Fisheries and Marine Resources Authority (NFMRA) Co-financing for Nauru Ridge-to-Reef Full Size Project**

This is to confirm our commitment to provide co-financing for the full size project entitled **Implementing a "Ridge-to-Reef approach to protecting biodiversity and ecosystem functions in Nauru (R2R Nauru)** for the period 2015 to 2019.

The breakdown of co-financing both in-kind or grant from existing programmes and/or projects at NFMRA are as follows:

<i>Name of Programme/Project</i>	<i>Donor Agency</i>	<i>Amount (US\$)</i>
NFMRA	Government of Nauru (GoN)	1,250,000 (in-kind)
Nauru Fisheries Management and Institutional Strengthening Program	Australian Agency for International Development (AusAID)	864,000 (Grant)
Total		2,114,000

I look forward to working closely with UNDP for the successful implementation of the R2R Nauru project.

Yours sincerely,



Mr. Charleston Deije  
Chief Executive Officer of NFMRA

## C. Co-financing from UNDP

United Nations Development Programme



Fiji

07 November 2014

Letter No.: 123

Ref. No.: PRO/300-Nauru

Dear Ms. Dinu,

### Co-financing for GEF funded Nauru Ridge to Reef Full Size Project

The UNDP Fiji Multi-Country Office is pleased to confirm co-financing support to the project "Implementing a "Ridge to Reef" approach to protect biodiversity and ecosystem functions in Nauru" also known as Nauru Ridge to Reef (R2R).

UNDP will provide co-financing through the following project:

Funding Source	Project Description	Grant/in-kind	Amount USD
UNDP	Nauru Legislative Strengthening Preparatory Assistance Legislative Need Assessment (2015)	In-kind	40,000.00
<b>Total</b>			<b>\$40,000.00</b>

This project will provide assistance to the Parliament of Nauru by conducting a Legislative Needs Assessment (LNA) which will be used to undertake a detailed assessment of the current capacity and long-term legislative needs of the Nauru Parliament. The Nauru R2R's policy development and institutional strengthening support in Nauru will build upon, align with, and be integrated with the overall support to the Parliament and the national Legislative strengthening process.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Osnat Lubrani', is placed above the printed name.

Ms. Osnat Lubrani  
Resident Representative

Ms. Adrianna Dinu  
Officer-in-Charge and  
Deputy Executive Coordinator of UNDP-GEF  
UNDP Headquarters,  
New York

Street Address: Level 6, Kadavu House, 424 Victoria Parade, Suva, Fiji • Mail Address: Private Mail Bag, Suva, Fiji •  
Phone: (679) 330 2500 • Fax: (679) 330 4788 • Email: [registry.fiji@undp.org](mailto:registry.fiji@undp.org) • Website: <http://www.undp.org.fj>

## ANNEX 6: Capacity Assessment of the DCIE for Implementation of the Nauru Ridge-to-Reef Full Size Project

During the PPG phase, a Fiji-based independent audit firm (Ernst & Young) conducted a micro-HACT assessment of the implementing partner, the Department of Commerce, Industry & Commerce (DCIE) in Nauru. The purpose of the micro-HACT assessment was to review the existence and functioning of DCIE's internal control of receipts, recording and disbursement of cash transfers, identify any potential risk areas, and determine compliance with the Harmonized Approach to Cash Transfer (HACT). The two main objectives are:

- Capacity Development Objective: to review the strengths and weaknesses of DCIE's financial management system. The assessment would include a recommendation to strengthen less robust areas and also to feed the information gathered into the overall capacity development plan; and
- Financial Management Objective: to help the UN agencies identify the most appropriate assurance methods and best procedure to use for transferring cash.

The assessment was based on the UNDG HACT Framework Micro-Assessment methodology that covers the following aspects: the implementing partner; flow of funds; organizational structure and staffing; accounting policies and procedures; internal audit; financial audit; report and monitoring; information system; and procurement. Using a pre-approved questionnaire, the following interviews and reviews were undertaken: interviews with relevant staff; reviews of the DCIE current practices, procedures and policies, implementing accounting system, and templates for record-keeping and reporting.

The table below shows a summary of key findings, categories of risks of such findings, recommendations for each of the findings, and responses from DCIE.

<i>Key findings</i>	<i>Risk category</i>	<i>Recommendations for DCIE</i>	<i>DCIE responses</i>
1. Lack of monitoring by the IP over activities implemented by others	High	Ensure that activities outsourced to other entities are closely monitored by the IP. Monthly reporting should be implemented to track the progress of activities.	Monthly reporting to monitor activities has always been the prerogative of the department to promote better management. Just recently the new Secretary of CIE established that there would be a monthly meeting for the department and daily update meetings scheduled at 10.30am if there are updates that need to be tabled to the Secretary.
2. Lack of subsidiary ledger (fixed asset register and inventory listing) for fixed assets and inventory stocks	High	Maintain subsidiary ledgers for its fixed assets and inventories. Every month, subsidiary ledgers must be reconciled with the general ledger.	Each project maintains its own inventory lists that are signed off by the Secretary of CIE and also endorsed by their implementing partner however monthly reconciliation needs to be conducted, this can be achieved through the monthly meetings.



3. Lack of physical verification of items	High	Ensure that physical verifications of fixed assets and inventory are carried out regularly.	Depends on frequency, this can be easily achieved through assigning a public servant within the environment division to carry out this exercise with the externally funded projects. It is to be noted that the government of Nauru do carry out physical verification of departments fixed assets and inventories but probably not as frequent as one would like.
4. Lack of external audits	High	Ensure that external audits are conducted for the departments on a yearly basis by the Audit Department of Nauru and also an independent Auditor.	The Audit Department is currently carrying out an audit on the department and the recommendation made on this finding may not be within the jurisdiction of the department however in other government forums we can promote this good practice.
5. Difficulties faced by the IP in receiving funds	Significant	The process of releasing funds should be reviewed and redefined in such a way that funds are made available at the earliest upon request from DCIE. Proper training should be provided to staff to prioritize such requests and a strict deadline should be developed for processing of fund requests.	No comments
6. Lack of financial training policies	Significant	Ensure that adequate training policies are implemented and maintained where staff are adequately trained on an on-going basis. Additionally, documentation on trainings conducted during the year should be maintained by DCIE.	Our staffs that are within the administration unit are well versed with the government financial system however the projects maintain their own financial records as well and from time to time UNDP rolls out training for these projects.
7. Lack of internal	Significant	Ensure that a formal internal control	Awaiting manuals as stated by the Chief Financial Officer.

control framework		framework is implemented in order to track performance and mitigate the risks of fraud or misappropriation of funds and delays in projects.	
8. Lack of accounting and finance manual	Significant	Ensure that a detailed Finance Manual is implemented to outline the finance policies and procedures to be followed by all Departments.	Again DCIE will await manuals from the Department of Finance.
9. Lack of controls over the use of funds by project officers	Significant	Ensure that proper controls are implemented over the use of funds and recording of receipts. The project officers must be given a timeframe to submit the receipts (acquittals) to the Department.	The projects handle their own financial records thus they keep original copies of receipts, this control may need to be factored into the administration units responsibilities however the department would need to create an incentive to take on this extra responsibility on their normal duties.
10. Lack of insurance cover over assets officers	Significant	Ensure that the process of sourcing its own funds to pay for insurance costs, especially those required by donors, be expedited to ensure compliance with donor policies and significant cash outlays to repair or replace these assets.	Having insurance in Nauru is unusual and having no insurance has been the practice for so many years, government used to operate an insurance company and a bank at one stage however they have since closed due to the downturn of the economy. In any case we understand the importance and how costly insurance would be nevertheless since an insurance company has recently opened business we will endeavor to investigate and propose to government of obtaining insurance to meet the requirements of handling donor assets.
11. Past experience with UN resources	Significant	Ensure that funds are utilized as per agreements with the donor and deliverables are provided on a timely	No comments

		<p>basis. DCIE should consider performing monthly reporting to keep track of funds being utilized along with the status of deliverables. Any variations in the initial budget must be communicated with the donor and approvals obtained.</p>	
<p>12. Curriculum vitae of key accounting staff not provided</p>	Moderate	<p>Ensure that personnel employment records are filed appropriately, in a manner that is easy for retrieval and facilitates the verification process. Furthermore, DCIE to ensure its key positions are occupied by experienced and qualified persons.</p>	<p>Employment records of public service personnel are also handled by the Human Resource department within the Chief Secretary's office however project personnel employment records are maintained by DCIE.</p>
<p>13. Lack of verification of items against purchase orders</p>	Moderate	<p>Ensure that all items received are matched against the related purchase orders to ensure that the correct item has been received at the correct price and quantity.</p>	<p>Again this responsibility needs to be factored into the responsibility of possibly the administration unit or possibly could be taken up by the Director of Projects.</p>
<p>14. Lack of proper financial reporting</p>	Moderate	<p>Ensure that proper financial reports are prepared for reporting purposes. The Nauru Government should consider engaging external consultants to prepare financial statements in accordance with the applicable accounting framework.</p>	<p>DCIE will await the lead from the Department of Finance.</p>

15. Lack of tracking of resources	Moderate	Ensure that monthly reporting to the HOD is carried out in order to monitor the progress of activities and also to identify and resolve any difficulties in a timely manner.	Monthly reporting has been established by the Secretary who is the HOD.
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Although the overall risk rating of the Capacity Development and Financial Management was considered moderate, the issues highlighted and recommendations made require timely actions and will remain a risk to DCIE and the R2R project unless fully addressed. For this reason, the Nauru R2R project will be implemented through a 'NIM with close country office support' approach until all actions have been undertaken and tested for at least one year. During the first year of implementation, UNDP will recruit PMU staff and manage staff contracts. UNDP will work closely with DCIE and the Department of Finance to implement the micro-HACT assessment assurance plan and will be reviewed a year after implementation.

## ANNEX 7: Stakeholder Mapping and Analysis

Stakeholder	Expected Role in Project Implementation
DCIE	<p>Government Role:</p> <ul style="list-style-type: none"> <li>➤ Lead agency in the planning and administration of environmental matters in Nauru;</li> <li>➤ Government Department directly responsible for the nation’s environmental policies and legislation, agriculture, livestock development and tourism, as well as indirectly responsible for the affairs of the Nauru Phosphate Commission (NPC).</li> </ul> <p>R2R Project Role:</p> <ul style="list-style-type: none"> <li>➤ The main project Executing Partner;</li> <li>➤ Project Board Executive;</li> <li>➤ Lead agency for the R2R project planning, implementation, coordination, management, monitoring and reporting including; <ul style="list-style-type: none"> <li>• Ensure political and executive awareness and support for the project,</li> <li>• Ensure collaboration and communications within government Ministries, departments, divisions and between civil society (e.g. CBO, NGOs, agencies and commercial entities),</li> <li>• Ensuring timely and successful delivery of project components, including the management of staff and consultants,</li> <li>• Ensure project components are monitored and reported with feedback to UNDP and Stakeholders are provided in a timely manner,</li> <li>• Ensure capacity building components both of government and public sector are fully delivered, and</li> <li>• Ensure public awareness of project activities is widely published.</li> <li>• Ensure that project inputs and results are sustained throughout and after the project implementation</li> </ul> </li> </ul>
DoA	<p>Government Role:</p> <ul style="list-style-type: none"> <li>➤ Government Division directly responsible for the development of agriculture and livestock development within the nation.</li> </ul> <p>R2R Project Role:</p> <ul style="list-style-type: none"> <li>➤ It is the projects primary government implementing partner and is accountable to DCIE for all project work.</li> <li>➤ Is responsible for the delivery of R2R project component “Sustainable Land and Water Management” including; <ul style="list-style-type: none"> <li>• Ensuring collaboration and communications with government and civil society (e.g. CBO, NGOs, agencies and commercial entities) stakeholders,</li> <li>• Ensuring timely and successful delivery of project activities on land management , including the management of staff, project consultants and stakeholder inclusion,</li> <li>• Ensure project activities are monitored and reported, with feedback provided to DCIE in a timely manner,</li> <li>• Ensure capacity building activities both of government and public sector are fully undertaken, and</li> <li>• Ensure public awareness of project activities is widely published.</li> </ul> </li> </ul>
NFMRA	<p>Agency Role:</p> <p>Agency responsible for ensuring sustainable inland, inshore and offshore fisheries management and development within the nation. NFMRA’s involvement will result in</p>

	<p>waters that are not overfished, fishing impacts on the environment and other human activities are reasonable and sustainable.</p> <p>Agency mandated to develop legislation to guide and enforce the protection of Nauru's marine resources and maximize economic returns from offshore commercial fishing within the nation.</p> <p>R2R Project Role:</p> <ul style="list-style-type: none"> <li>➤ It is the projects primary semi government implementing stakeholder partner and is accountable to DCIE for all project work,</li> <li>➤ Is responsible for the delivery of R2R project activities on "Conservation of Marine Biodiversity", including; <ul style="list-style-type: none"> <li>• Ensuring collaboration and communications with government and civil society (e.g. CBO, NGOs, agencies, fishers and commercial entities) stakeholders,</li> <li>• Ensuring timely and successful delivery of project activities, including the management of staff, project consultants and stakeholder inclusion,</li> <li>• Ensure project activities are monitored and reported, with feedback provided to DCIE in a timely manner,</li> <li>• Ensure capacity building activities both of government and public sector are fully delivered, and</li> <li>• Ensure public awareness of project activities is widely published.</li> </ul> </li> </ul>
PAD	<p>Agency Role:</p> <p>Is the link between bilateral partners and the Nauru government entities and is responsible for harmonizing developmental projects and plans in all sectors of government and to ensure that external assistance received are not duplicated between sectors. The Division oversees the implementation of the National Sustainable Development Strategy (NSDS) and works with the Aid Management Unit (AMU) in ensuring that all donor funded projects are part and parcel of the NSDS.</p> <p>R2R Project Role:</p> <ul style="list-style-type: none"> <li>➤ PAD coordinating role is to ensure all four R2R project components including outcomes and outputs are and remain aligned with the Nauru NSDS strategies, no duplication exists, and</li> <li>➤ Coordinates with all relevant government agencies to monitor the implementation of the R2R project.</li> </ul>
CBO	<p>Agency Role:</p> <p>CBO are an "umbrella" parent body for all district and communities within the nation and main function is to ensure harmonisation and coordination between the different groups. The CBO's in the districts associated with the R2R project will play a pivotal role as a key project partner in the awareness, understanding and on the ground management of the project.</p> <p>R2R Project Role:</p> <ul style="list-style-type: none"> <li>➤ CBO will play a coordinating role to ensure all communities within the nation are fully briefed on specific activities including outcomes and outputs of the R2R project to ensure the successful delivery of the project.</li> </ul>
NCC	<p>Agency Role:</p> <p>The nation is divided up into 14 districts all of which have a community council that is elected and represent the population of each community. The district councils are very organized and active as important national issues are often encompassed within the 14 councils, which include meetings of council leaders to meet and discuss important national issues. The leaders of each district council form the</p>

	<p>National Community Council (NCC). The Government of Nauru works in partnership with the NCC for development projects that require community buy-in and ownership.</p> <p>R2R Project Role:</p> <ul style="list-style-type: none"> <li>➤ In collaboration with CBOs, the NCC especially the district councils associated with the R2R project demonstration sites will play a significant coordinating and supportive role to ensure all members of their communities are fully briefed on the R2R projects specific components including outcomes and outputs to ensure the successful delivery of the project.</li> <li>➤ The NCC in the 5 project demonstration sites districts are key community stakeholder and are the projects primary community implementing stakeholder partner.</li> <li>➤ The NCC will ensure that proper consultation and engagements take place at the community level, so that project investments and efforts are effectively maintained and sustained at the district/community levels.</li> </ul>
Others	<p>International and Regional Partners: Nauru, through its regional and international arrangements have a number of development and research orientated partner stakeholders that have provided many years of assistance and financing in the natural resource sector. This includes United Nations Development Programme (UNDP), Secretariat of the Pacific Community (SPC), South Pacific Regional Environment Programme (SPREP), Food and Agricultural Organisation (FAO).</p> <p>R2R Project Role:</p> <ul style="list-style-type: none"> <li>➤ The R2R project has been designed to capitalise on these specific partners skills to provide both additional technical and financial assistance as well as being incorporated directly within the project to provide specific technical assistance. The coordination of these key partners with the R2R project will expedite the development of the R2R programme and nations aspiration for this sector.</li> </ul> <p>Local Partners: Local stakeholder partners include the business sector (e.g. Chamber of Commerce, fisherman, farmers), church organisations, district and village groups, research groups, women’s groups and land owners.</p> <p>R2R Project Role:</p> <ul style="list-style-type: none"> <li>➤ The R2R project has been designed to ensure information exchange and dialogue with the various stakeholder groups is an essential and integral component of the development and delivery of the project. The inclusion of these key partners with the R2R project will expedite the development of the R2R programme and nations aspiration for this sector.</li> </ul>

## ANNEX 8: UNDP Environmental and Social Screening Procedure (ESSP)

### QUESTION 1:

Has a combined environmental and social assessment/review that covers the proposed project already been completed by implementing partners or donor(s)?

Select answer below and follow instructions:

- NO → Continue to Question 2 (do not fill out Table 1.1)
- YES → No further environmental and social review is required if the existing documentation meets UNDP's quality assurance standards, and environmental and social management recommendations are integrated into the project. Therefore, you should undertake the following steps to complete the screening process:
1. Use Table 1.1 below to assess existing documentation. (It is recommended that this assessment be undertaken jointly by the Project Developer and other relevant Focal Points in the office or Bureau).
  2. Ensure that the Project Document incorporates the recommendations made in the implementing partner's environmental and social review.
  3. Summarize the relevant information contained in the implementing partner's environmental and social review in Annex A.2 of this Screening Template, selecting Category 1.
  4. Submit Annex A to the PAC, along with other relevant documentation.

Note: Further guidance on the use of national systems for environmental and social assessment can be found in Annex B.

TABLE 1.1: CHECKLIST FOR APPRAISING QUALITY ASSURANCE OF EXISTING ENVIRONMENTAL AND SOCIAL ASSESSMENT	Yes/No
1. Does the assessment/review meet its terms of reference, both procedurally and substantively?	
2. Does the assessment/review provide a satisfactory assessment of the proposed project?	
3. Does the assessment/review contain the information required for decision-making?	
4. Does the assessment/review describe specific environmental and social management measures (e.g. mitigation, monitoring, advocacy, and capacity development measures)?	
5. Does the assessment/review identify capacity needs of the institutions responsible for implementing environmental and social management issues?	
6. Was the assessment/review developed through a consultative process with strong stakeholder engagement, including the view of men and women?	
7. Does the assessment/review assess the adequacy of the cost of and financing arrangements for environmental and social management issues?	



Table 1.1 (continued) For any “no” answers, describe below how the issue has been or will be resolved (e.g. amendments made or supplemental review conducted).

## QUESTION 2:

Do all outputs and activities described in the Project Document fall within the following categories?

- Procurement (in which case UNDP’s [Procurement Ethics](#) and [Environmental Procurement Guide](#) need to be complied with)
- Report preparation
- Training
- Event/workshop/meeting/conference (refer to [Green Meeting Guide](#))
- Communication and dissemination of results

Select answer below and follow instructions:

NO → Continue to Question 3

- YES → No further environmental and social review required. Complete Annex A.2, selecting Category 1, and submit the completed template (Annex A) to the PAC.

### QUESTION 3:

Does the proposed project include activities and outputs that support *upstream* planning processes that potentially pose environmental and social impacts or are vulnerable to environmental and social change (refer to Table 3.1 for examples)? (Note that *upstream* planning processes can occur at global, regional, national, local and sectoral levels)

Select the appropriate answer and follow instructions:

X NO → Continue to Question 4.

YES → Conduct the following steps to complete the screening process:

1. Adjust the project design as needed to incorporate UNDP support to the country(ies), to ensure that environmental and social issues are appropriately considered during the upstream planning process. Refer to Section 7 of this Guidance for elaboration of environmental and social mainstreaming services, tools, guidance and approaches that may be used.
2. Summarize environmental and social mainstreaming support in Annex A.2, Section C of the Screening Template and select "Category 2".
3. If the proposed project ONLY includes upstream planning processes then screening is complete, and you should submit the completed Environmental and Social Screening Template (Annex A) to the PAC. If downstream implementation activities are also included in the project then continue to Question 4.

<b>TABLE 3.1</b> EXAMPLES OF UPSTREAM PLANNING PROCESSES WITH POTENTIAL DOWNSTREAM ENVIRONMENTAL AND SOCIAL IMPACTS	Check appropriate box(es) below
<input type="checkbox"/> Support for the elaboration or revision of <b>global-level</b> strategies, policies, plans, and programmes. <i>For example, capacity development and support related to international negotiations and agreements. Other examples might include a global water governance project or a global MDG project.</i>	
<input type="checkbox"/> Support for the elaboration or revision of <b>regional-level</b> strategies, policies and plans, and programmes. <i>For example, capacity development and support related to transboundary programmes and planning (river basin management, migration, international waters, energy development and access, climate change adaptation etc.).</i>	
3. Support for the elaboration or revision of <b>national-level</b> strategies, policies, plans and programmes. <i>For example, capacity development and support related to national development policies, plans, strategies and budgets, MDG-based plans and strategies (e.g. PRS/PRSPs, NAMAs), sector plans.</i>	
4. Support for the elaboration or revision of <b>sub-national/local-level</b> strategies, polices, plans and programmes.	

<b>TABLE 3.1</b> EXAMPLES OF UPSTREAM PLANNING PROCESSES WITH POTENTIAL DOWNSTREAM ENVIRONMENTAL AND SOCIAL IMPACTS	Check appropriate box(es) below
<i>For example, capacity development and support for district and local level development plans and regulatory frameworks, urban plans, land use development plans, sector plans, provincial development plans, provision of services, investment funds, technical guidelines and methods, stakeholder engagement.</i>	

## QUESTION 4:

Does the proposed project include the implementation of *downstream* activities that potentially pose environmental and social impacts or are vulnerable to environmental and social change?

To answer this question, you should first complete Table 4.1 by selecting appropriate answers. If you answer “No” or “Not Applicable” to all questions in Table 4.1 then the answer to Question 4 is “NO.” If you answer “Yes” to any questions in Table 4.1 (even one “Yes” can indicated a significant issue that needs to be addressed through further review and management) then the answer to Question 4 is “YES”:

X NO → No further environmental and social review and management required for downstream activities. Complete Annex A.2 by selecting “Category 1”, and submit the Environmental and Social Screening Template to the PAC.

YES → Conduct the following steps to complete the screening process:

1. Consult Section 8 of this Guidance, to determine the extent of further environmental and social review and management that might be required for the project.
2. Revise the Project Document to incorporate environmental and social management measures. Where further environmental and social review and management activity cannot be undertaken prior to the PAC, a plan for undertaking such review and management activity within an acceptable period of time, post-PAC approval (e.g. as the first phase of the project) should be outlined in Annex A.2.
3. Select “Category 3” in Annex A.2, and submit the completed Environmental and Social Screening Template (Annex A) and relevant documentation to the PAC.

<b>TABLE 4.1:</b> ADDITIONAL SCREENING QUESTIONS TO DETERMINE THE NEED AND POSSIBLE EXTENT OF FURTHER ENVIRONMENTAL AND SOCIAL REVIEW AND MANAGEMENT	
<b>1. Biodiversity and <a href="#">Natural</a> Resources</b>	<b>Answer</b> (Yes/No/ Not Applicable)
<b>1.1</b> Would the proposed project result in the conversion or degradation of <a href="#">modified habitat</a> , <a href="#">natural habitat</a> or <a href="#">critical habitat</a> ?	

<b>TABLE 4.1: ADDITIONAL SCREENING QUESTIONS TO DETERMINE THE NEED AND POSSIBLE EXTENT OF FURTHER ENVIRONMENTAL AND SOCIAL REVIEW AND MANAGEMENT</b>		
<b>1.2</b>	Are any development activities proposed within a legally protected area (e.g. natural reserve, national park) for the protection or conservation of biodiversity?	
<b>1.3</b>	Would the proposed project pose a risk of introducing invasive alien species?	
<b>1.4</b>	Does the project involve natural forest harvesting or plantation development without an independent forest certification system for sustainable forest management (e.g. <a href="#">PEFC</a> , the <a href="#">Forest Stewardship Council</a> certification systems, or processes established or accepted by the relevant National Environmental Authority)?	
<b>1.5</b>	Does the project involve the production and harvesting of fish populations or other aquatic species without an accepted system of independent certification to ensure sustainability (e.g. the <a href="#">Marine Stewardship Council certification</a> system, or certifications, standards, or processes established or accepted by the relevant National Environmental Authority)?	
<b>1.6</b>	Does the project involve significant extraction, diversion or containment of surface or ground water? <i>For example, construction of dams, reservoirs, river basin developments, groundwater extraction.</i>	
<b>1.7</b>	Does the project pose a risk of degrading soils?	
<b>2.</b>	<b>Pollution</b>	<b>Answer</b> (Yes/No/ Not Applicable)
<b>2.1</b>	Would the proposed project result in the release of pollutants to the environment due to routine or non-routine circumstances with the potential for adverse local, regional, and <a href="#">transboundary impacts</a> ?	
<b>2.2</b>	Would the proposed project result in the generation of waste that cannot be recovered, reused, or disposed of in an <a href="#">environmentally and socially sound manner</a> ?	
<b>2.3</b>	Will the proposed project involve the manufacture, trade, release, and/or use of chemicals and <a href="#">hazardous materials</a> subject to international action bans or phase-outs? <i>For example, DDT, PCBs and other chemicals listed in international conventions such as the <a href="#">Stockholm Convention on Persistent Organic Pollutants</a>, or the Montreal Protocol.</i>	
<b>2.4</b>	Is there a potential for the release, in the environment, of <a href="#">hazardous materials</a> resulting from their production, transportation, handling, storage and use for project activities?	

<b>TABLE 4.1: ADDITIONAL SCREENING QUESTIONS TO DETERMINE THE NEED AND POSSIBLE EXTENT OF FURTHER ENVIRONMENTAL AND SOCIAL REVIEW AND MANAGEMENT</b>	
<b>2.5</b>	Will the proposed project involve the application of pesticides that have a known negative effect on the environment or human health?
<b>3.</b>	<b>Climate Change</b>
<b>3.1</b>	Will the proposed project result in significant <sup>1</sup> greenhouse gas emissions? <i>Annex E provides additional guidance for answering this question.</i>
<b>3.2</b>	Is the proposed project likely to directly or indirectly increase environmental and social <a href="#">vulnerability to climate change</a> now or in the future (also known as maladaptive practices)? You can refer to the additional guidance in Annex C to help you answer this question. <i>For example, a project that would involve indirectly removing mangroves from coastal zones or encouraging land use plans that would suggest building houses on floodplains could increase the surrounding population's vulnerability to climate change, specifically flooding.</i>
<b>4.</b>	<b>Social Equity and Equality</b>
	<b>Answer</b> (Yes/No/ Not Applicable)
<b>4.1</b>	Would the proposed project have environmental and social impacts that could affect indigenous people or other vulnerable groups?
<b>4.2</b>	Is the project likely to significantly impact gender equality and women's empowerment <sup>2</sup> ?
<b>4.3</b>	Is the proposed project likely to directly or indirectly increase social inequalities now or in the future?
<b>4.4</b>	Will the proposed project have variable impacts on women and men, different ethnic groups, social classes?
<b>4.5</b>	Have there been challenges in engaging women and other certain key groups of stakeholders in the project design process?
<b>4.6</b>	Will the project have specific human rights implications for vulnerable groups?
<b>5.</b>	<b>Demographics</b>
<b>5.1</b>	Is the project likely to result in a substantial influx of people into the affected community(ies)?

<sup>1</sup> Significant corresponds to CO<sub>2</sub> emissions greater than 100,000 tons per year (from both direct and indirect sources). Annex E provides additional guidance on calculating potential amounts of CO<sub>2</sub> emissions.

<sup>2</sup> Women are often more vulnerable than men to environmental degradation and resource scarcity. They typically have weaker and insecure rights to the resources they manage (especially land), and spend longer hours on collection of water, firewood, etc. ([OECD, 2006](#)). Women are also more often excluded from other social, economic, and political development processes.

**TABLE 4.1: ADDITIONAL SCREENING QUESTIONS TO DETERMINE THE NEED AND POSSIBLE EXTENT OF FURTHER ENVIRONMENTAL AND SOCIAL REVIEW AND MANAGEMENT**

<p><b>5.2</b> Would the proposed project result in substantial voluntary or involuntary resettlement of populations? <i>For example, projects with environmental and social benefits (e.g. protected areas, climate change adaptation) that impact human settlements, and certain disadvantaged groups within these settlements in particular.</i></p>	
<p><b>5.3</b> Would the proposed project lead to significant population density increase which could affect the environmental and social sustainability of the project? <i>For example, a project aiming at financing tourism infrastructure in a specific area (e.g. coastal zone, mountain) could lead to significant population density increase which could have serious environmental and social impacts (e.g. destruction of the area’s ecology, noise pollution, waste management problems, greater work burden on women).</i></p>	
<p><b>6. Culture</b></p>	
<p><b>6.1</b> Is the project likely to significantly affect the cultural traditions of affected communities, including gender-based roles?</p>	
<p><b>6.2</b> Will the proposed project result in physical interventions (during construction or implementation) that would affect areas that have known physical or cultural significance to indigenous groups and other communities with settled recognized cultural claims?</p>	
<p><b>6.3</b> Would the proposed project produce a physical “splintering” of a community? <i>For example, through the construction of a road, powerline, or dam that divides a community.</i></p>	
<p><b>7. Health and Safety</b></p>	
<p><b>7.1</b> Would the proposed project be susceptible to or lead to increased vulnerability to earthquakes, subsidence, landslides, erosion, flooding or extreme climatic conditions? <i>For example, development projects located within a floodplain or landslide prone area.</i></p>	
<p><b>7.2</b> Will the project result in increased health risks as a result of a change in living and working conditions? In particular, will it have the potential to lead to an increase in HIV/AIDS infection?</p>	
<p><b>7.3</b> Will the proposed project require additional health services including testing?</p>	
<p><b>8. Socio-Economics</b></p>	
<p><b>8.1</b> Is the proposed project likely to have impacts that could affect women’s and men’s ability to use, develop and protect natural resources and other natural capital assets?</p>	

<b>TABLE 4.1: ADDITIONAL SCREENING QUESTIONS TO DETERMINE THE NEED AND POSSIBLE EXTENT OF FURTHER ENVIRONMENTAL AND SOCIAL REVIEW AND MANAGEMENT</b>	
	<i>For example, activities that could lead to natural resources degradation or depletion in communities who depend on these resources for their development, livelihoods, and well-being?</i>
<b>8.2</b>	Is the proposed project likely to significantly affect land tenure arrangements and/or traditional cultural ownership patterns?
<b>8.3</b>	Is the proposed project likely to negatively affect the income levels or employment opportunities of vulnerable groups?
<b>9.</b>	<b>Cumulative and/or Secondary Impacts</b>
	<b>Answer</b> (Yes/No/ Not Applicable)
<b>9.1</b>	Is the proposed project location subject to currently approved land use plans (e.g. roads, settlements) which could affect the environmental and social sustainability of the project? <i>For example, future plans for urban growth, industrial development, transportation infrastructure, etc.</i>
<b>9.2</b>	Would the proposed project result in secondary or consequential development which could lead to environmental and social effects, or would it have potential to generate <a href="#">cumulative impacts</a> with other known existing or planned activities in the area? <i>For example, a new road through forested land will generate direct environmental and social impacts through the cutting of forest and earthworks associated with construction and potential relocation of inhabitants. These are direct impacts. In addition, however, the new road would likely also bring new commercial and domestic development (houses, shops, businesses). In turn, these will generate indirect impacts. (Sometimes these are termed “secondary” or “consequential” impacts). Or if there are similar developments planned in the same forested area then cumulative impacts need to be considered.</i>

**ANNEX A.2: ENVIRONMENTAL AND SOCIAL SCREENING SUMMARY**  
(to be filled in after Annex A.1 has been completed)

**Name of Proposed Project: Implementing a “Ridge to Reef” approach o protecting biodiversity and ecosystem functions in Nauru (R2R Nauru).**

**A. Environmental and Social Screening Outcome**

Select from the following:

**Category 1.** No further action is needed

**Category 2.** Further review and management is needed. There are possible environmental and social benefits, impacts, and/or risks associated with the project (or specific project component), but these are predominantly indirect or very long-term and so extremely difficult or impossible to directly identify and assess.

**Category 3.** Further review and management is needed, and it is possible to identify these with a reasonable degree of certainty. If Category 3, select one or more of the following sub-categories:  
Category 3a: Impacts and risks are limited in scale and can be identified with a reasonable degree of certainty and can often be handled through application of standard best practice, but require some minimal or targeted further review and assessment to identify and evaluate whether there is a need for a full environmental and social assessment (in which case the project would move to Category 3b).

**Category 3b:** Impacts and risks may well be significant, and so full environmental and social assessment is required. In these cases, a scoping exercise will need to be conducted to identify the level and approach of assessment that is most appropriate.

**B. Environmental and Social Issues** (for projects requiring further environmental and social review and management)

The project aims to enhance environmental and social issues faced with water, land, and marine resources in Nauru. No negative environmental and social impacts are expected through the implementation of this project, while substantial positive benefits are anticipated.

A number of tangible, place-based interventions programmed under this project include:

- establishment of locally managed marine protected areas;
- installation of fish aggregation devices (FADs) offshore to ameliorate fishing pressure on near shore reefs;
- tree and root crop planting for home gardens;
- deployment of composting toilets to control water pollution sources; and
- installation of water harvesting systems to secure capacities for potable water.

These tangible, place-based interventions will be implemented based on thorough technical assessments that would ensure that activities are technically rigorous in terms of bringing about environmental benefits (in terms of water quality enhancement, sustainable land management, and biodiversity protection) while mitigating negative environmental impacts. Simultaneously, before and during these interventions, social and economic needs and implications will be assessed through engagement of relevant national and local level stakeholders. If and when necessary, engagements



and outreach with specific focus for women, children, youth, and other vulnerable groups will also be designed and implemented.

**C. Next Steps** (for projects requiring further environmental and social review and management):

In this section, you should summarize actions that will be taken to deal with the above-listed issues. If your project has Category 2 or 3 components, then appropriate next steps will likely involve further environmental and social review and management, and the outcomes of this work should also be summarized here. Relevant guidance should be obtained from Section 7 for Category 2, and Section 8 for Category 3.

The following assessments and consultations are designed within the project prior to implementation of the tangible, place-based interventions:

- Coral reef health survey and ecological assessment
- Fish catch study – to inform and justify locations of FAD installations
- Alternative livelihood assessment – to assess potential social and economic impacts including gender and propose effective implementation strategy for proposed alternative livelihoods/food security interventions
- Public consultations, workshops, education, and awareness raising events

**D. Sign Off**

**Project Manager**

**Date**

**PAC**

**Date**

**Programme Manager**

**Date**

## ANNEX 9: Terms of Reference

### A. Agriculture Officer

<b>Title</b>	Agriculture Officer
<b>Duty Station</b>	Nauru
<b>Contract Type</b>	Government
<b>Duration</b>	4 year (annual renewal on performance basis)
<b>Direct Supervision</b>	R2R Project Coordinator (R-PC)
<b>Operational Accountability to</b>	R2R Project Coordinator (R-PC), Division of Agriculture and the Nauru Fisheries and Marine Resource Authority (NFMRA), Department of Commerce, Industry and Environment (DCIE), Project Board
<b>Project Output Reporting to</b>	R2R Project Coordinator (R-PC), Division of Agriculture and the Nauru Fisheries and Marine Resource Authority (NFMRA), Department of Commerce, Industry and Environment (DCIE), The Project Board; Agriculture Division,
<b>Performance Assessment</b>	Project Coordinator, Division of Agriculture and the Nauru Fisheries and Marine Resource Authority (NFMRA), Department of Commerce, Industry and Environment (DCIE) Director

The Agriculture Officer will: (i) assist with the identification of technical constraints and opportunities of integrated landscape management practices; (ii) assist the work of consultants in the design of integrated land-use management and waste management practices; and (iii) assist communities of all 5 districts with application of integrated land-use management and waste management practices. The Agriculture Officer will work in collaboration with the Agriculture Division of DCIE and report directly to the Project Coordinator.

#### **Scope of Work**

- Collect background information on the biophysical, demographic and socio-economic assessments in all 5 project districts. Organize community stakeholder consultations and assist with the review of background information including drafting of an analysis paper and documenting highlights of stakeholder consultations.
- Collect background information on land-use plan including recent efforts to revise the plan. Organize community stakeholder consultations and assist with the development of the integrated agriculture land-use plan. Provide logistics assistance to consultants including drafting of an analysis paper and documenting highlights of stakeholder consultations.
- Collect background information and identify the exact location of degraded area in each of the 5 project districts where soil and water conservation measures will be introduced.
- Assist with the identification of drought and salt tolerant fruit tree species and identify the number of participating households.

- Organize community work force and assist communities in all of the 5 project districts with planting of drought and salt tolerant fruit trees. Conduct monthly monitoring to ensure proper care and successful growth.
- Assist with the identification of waste water treatment systems and identify the number of participating households.
- Organize community work force and assist communities in all of the 5 project districts with building and commissioning of waste water treatment systems. Conduct monthly monitoring to ensure proper maintenance and successful operation.

In conducting these duties, the Agriculture Officer is expected to:

- Coordinate closely with the Project Coordinator in the development of all activities.
- Review relevant literature, including documents, reports, reviews, etc.
- Meet with relevant stakeholders, which will include Government, local communities, international and regional agencies, non-governmental organizations, and others.
- Assist the organization and realization of consultation workshops with all relevant stakeholders, to build partnerships and collaboration and raise awareness, as needed.
- Organize field visits, as needed.

### **Criteria**

The following criteria will be used to identify the most suitable and qualified amongst the candidates

#### **Education**

- Relevant qualification in agriculture, forestry, environmental science or another related discipline.

#### **Work Experiences**

- More than five years working experience in forestry, agriculture, environment or other related area.
- Proven experience conducting field assessments.
- Experience working with Government and/or NGOs on project implementation
- Knowledge of agricultural biodiversity in a small island context.
- Able to build strong relationships with stakeholders, focuses on impact and result for the stakeholders and responds positively to feedback; consensus-oriented.
- Highly developed inter-personal, negotiation and teamwork skills, ability to work in multi-cultural environment.

#### **Language requirement**

- Fluency in Nauruan with good English writing and communication skills.

## B. Locally Managed Marine Area Officer

<b>Title</b>	Locally Managed Marine Area (LMMA) Officer
<b>Duty Station</b>	Nauru
<b>Contract Type</b>	Government
<b>Duration</b>	4 year (annual renewal on performance basis)
<b>Direct Supervision</b>	R2R Project Coordinator (R-PC)
<b>Operational Accountability to</b>	R2R Project Coordinator (R-PC), Division of Agriculture and the Nauru Fisheries and Marine Resource Authority (NFMRA), Department of Commerce, Industry and Environment (DCIE), Project Board
<b>Project Output Reporting to</b>	R2R Project Coordinator (R-PC), Division of Agriculture and the Nauru Fisheries and Marine Resource Authority (NFMRA), Department of Commerce, Industry and Environment (DCIE), The Project Board; Agriculture Division,
<b>Performance Assessment</b>	Project Coordinator, Division of Agriculture and the Nauru Fisheries and Marine Resource Authority (NFMRA), Department of Commerce, Industry and Environment (DCIE) Director

The LMMA Officer will: (i) assist with the identification of technical constraints and opportunities of LMMAs; (ii) assist the work of consultants in the design of Nauru's network of LMMAs; and (iii) assist communities of all 5 districts with application of Nauru's LMMA Framework. The LMMA Officer will work in collaboration with the National Fisheries Marine Resources Authority (NFMRA) and report directly to the Project Coordinator at DCIE.

### **Scope of Work**

- Collect background information on the reviewed Fisheries Act and regulations. Organize community stakeholder consultations and provide logistical assistance to consultants. Assist with the finalization of the Fisheries Act and regulations including drafting of an analysis paper and documenting highlights of stakeholder consultations.
- Collect background information on the development of Nauru's LMMA Framework. Organize community stakeholder consultations and assist with the development of the framework. Provide logistics assistance to consultants including drafting of an analysis paper and documenting highlights of stakeholder consultations.
- Collect background information and identify the exact location in each of the 5 project districts where LMMA measures will be introduced.
- Assist with the identification of district management plans that need to be developed to incorporate LMMA principles.
- Organize community work force and assist communities in all of the 4 project coastal districts to commission LMMA systems. Conduct monthly monitoring to ensure proper maintenance and successful operation.

- Collect daily fish-catch data in all of the 4 project coastal districts. Analyze weekly and monthly data, keep track of patterns of inshore fishing, and monitor fishing pressure on quarterly and yearly basis.

In conducting these duties, the LMMA Officer is expected to:

- Coordinate closely with the Project Coordinator in the development of all activities.
- Review relevant literature and provide monitoring reports, etc.
- Meet with relevant stakeholders, which will include Government, local communities, international and regional agencies, non-governmental organizations, and others.
- Assist the organization and realization of consultation workshops with all relevant stakeholders, to build partnerships and collaboration and raise awareness, as needed.
- Organize field visits, as needed.

### **Criteria**

The following criteria will be used to identify the most suitable and qualified amongst the candidates

#### **Education**

- Relevant qualification in fisheries, environmental science or another related discipline.

#### **Work Experiences**

- More than five years working experience in fisheries, environment or other related area.
- Proven experience conducting field assessments.
- Experience working with Government and/or NGOs on project implementation.
- Knowledge of marine biodiversity in a small island context.
- Able to build strong relationships with stakeholders, focuses on impact and result for the stakeholders and responds positively to feedback; consensus-oriented.
- Highly developed inter-personal, negotiation and teamwork skills, ability to work in multi-cultural environment.

#### **Language requirement**

- Fluency in Nauruan with good English writing and communication skills.

### C. Project Management Advisor

<b>Title</b>	<b>Project Management Unit (PMU) Advisor</b>
<b>Duty Station</b>	Nauru
<b>Contract Type</b>	<b>International UN Volunteer</b>
<b>Duration</b>	1 year (annual renewal on performance basis)
<b>Direct Supervision</b>	UNDP
<b>Operational Accountability to</b>	UNDP
<b>Project Output Reporting to</b>	The Project Board and UNDP
<b>Performance Assessment</b>	UNDP

The PMU Advisor will work closely with the Project Coordinator to support the day-to-day management of the R2R project. The PMU Advisor will be liaising with other Government agencies (such as the Agriculture Division of DCIE, the Planning & Aid Division of the Ministry of Finance, other project staff of DCIE), the National Fisheries & Marine Authority (NFMRA), the National Community Based Organization (NCBO), regional technical organizations (such as the Secretariat of the Pacific Community), and consultants on specific components of the R2R project.

The PMU Advisor will report directly to UNDP through the Programme Analyst using standard reporting lines.

#### **Scope of Work**

Under the direct supervision of the Programme Analyst, the PMU Advisor will undertake the following tasks:

- Develop the Terms of References of all PMU staff (Coordinator, Assistant, Locally Managed Marine Area (LMMA) Officer, Agriculture Officer, Communications Officer);
- Support the Government of Nauru in the recruitment of all PMU staff including preparation of background documents and following up on the recruitment process;
- Support the establishment of Project Management Unit including liaising with DCIE on office space, furniture and equipment;
- Develop the Terms of References for Project Assurance/Steering Committee and Technical Working Group;
- Support the Inception Phase including the convening of an Inception Workshop and drafting/finalizing of Inception Report;
- Develop the Terms of References of all 14 international consultancies under each project component: Fisheries Legal Expert/Lawyer, Marine Managed Area Advisor, Fisheries Biologist, Coral Reef Ecologist, Water Circulation Specialist, Integrated Land-Use Management Plan Specialist, Solid Waste Management Planning Specialist, Lagoon Management Planning Specialist, Waste Management Policy Framework Specialist, Environmental and Social Safeguards Policy Specialist, Land-Use Policy Framework Specialist, GIS Training Specialist, Environmental Database Specialist, and Website Designer Specialist;
- Develop the Terms of References of all local consultancies;
- Support the PMU with Monitoring & Evaluation responsibilities such as: field and monitoring visits, providing inputs to quarterly and annual narrative and financial progress reports,

- developing Terms of References for mid-term and final evaluation of the project, facilitating access to information as required during project audits, etc; and
- Support the PMU with the sharing of project-related information through global, regional, and national networks.

Furthermore, the PMU Advisor is encouraged to:

- Strengthen his/her knowledge and understanding of the concept of volunteerism by reading relevant UNV and external publications and take active part in UNV activities (for instance in events that mark IVD);
- Be acquainted with and build on traditional and/or local forms of volunteerism in the host country;
- Reflect on the type and quality of voluntary action that they are undertaking, including participation in ongoing reflection activities;
- Contribute articles/write-ups on field experiences and submit them for UNV publications/websites, newsletters, press releases, etc.;
- Assist with the UNV Buddy Programme for newly-arrived UN Volunteers;
- Promote or advise local groups in the use of online volunteering, or encourage relevant local individuals and organizations to use the UNV Online Volunteering service whenever technically possible.

### **Criteria**

The following criteria will be used to identify the most suitable and qualified amongst the candidates

#### **Education**

- A relevant qualification in environmental science, affairs or another related discipline.

#### **Work Experiences**

- More than 10 years in the development field, environmental science/affairs or other related area.
- More than 10 years of successful experience in developing countries.
- Experience working with Government and/or NGOs on project implementation.
- Knowledge of sustainable environmental management in a small island context.
- Able to build strong relationships with stakeholders, focuses on impact and result for the stakeholders and responds positively to feedback; consensus-oriented.
- Highly developed inter-personal, negotiation and teamwork skills, ability to work in multi-cultural environment.

#### **Language requirement**

- Fluency in English with very good diplomacy and communication skills

#### D. Administration officer

<b>Title</b>	R2R Administration Officer (R-Admin)
<b>Duty Station</b>	Suva, Fiji
<b>Contract Type</b>	Government
<b>Duration</b>	4 years (annual renewal on performance basis)
<b>Direct Supervision and Reporting</b>	R2R Project Manager
<b>Operational Accountability to</b>	R2R National Project Manager, Finance Officer, Division of Agriculture and the Nauru Fisheries and Marine Resource Authority (NFMRA) Director
<b>Performance Assessment</b>	R2R National Project Manager and Division of Agriculture and the Nauru Fisheries and Marine Resource Authority (NFMRA) Director

The project will employ a full time Administration Officer. The Officer will report directly to the Project Manager and will support all admin activities of the Project Management Unit to ensure successful flow of the PMU operations.

#### **Objective**

The R-Admin Officer will perform administrative and office support activities for the PMU.

#### **Scope of Work**

The R-Admin will carry out activities as approved by the Project Manager and endorsed by the Department of Environment.

He/She will:

- Performs basic clerical tasks. Operates standard office equipment.
- Manage calendars in terms of organizing travel, meeting and event arrangements for the PMU
- Prepare petty cash reports and file supporting documents/receipts/dockets attached to petty cash reimbursement vouchers
- answer telephone enquiries from customers, attend to visitors and assist other staff in the organisation with their enquiries
- Write business letters, reports or office memoranda using word processing programmes
- Operate a range of office machines such as photocopiers, computers and faxes
- File papers and documents
- Undertake other duties such as banking, credit control or payroll functions.

#### **Criteria**

The following criteria are used to identify the most suitable and qualified amongst the candidates:

#### **Education**

- A diploma in secretarial work or office administration

#### **Work Experience**

- A minimum of 2 year experience in demonstrated administrative functions
- Be fully computer literate with Microsoft Office Programs
- Experience in providing a streamlined administrative service role to a project management team
- Familiar with administrative functions



- Demonstrated initiative in carrying out his/her duties and ability to work independently to tight deadlines
- Ability to operate standard office equipment and familiarity with principles of accounting and office practice are essential

### Language requirement

- Excellent written and oral communication skills in English

### E. Project Coordinator

<b>Title</b>	R2R Project Coordinator (R-PC)
<b>Duty Station</b>	Nauru
<b>Contract Type</b>	Government
<b>Duration</b>	4 years (annual renewal on performance basis)
<b>Direct Supervision</b>	Division of Agriculture and the Nauru Fisheries and Marine Resource Authority (NFMRA)
<b>Operational Accountability to</b>	UNDP
<b>Project Output Reporting to</b>	Division of Agriculture and the Nauru Fisheries and Marine Resource Authority (NFMRA), Department of Commerce, Industry and Environment (DCIE), Project Board; and UNDP
<b>Performance Assessment</b>	Division of Agriculture and the Nauru Fisheries and Marine Resource Authority (NFMRA) and UNDP
<b>Supervise</b>	Finance Officer; and Administrative/Finance Assistant

The project will employ a full-time an R2R Project Coordinator (R-PC). He/She will report directly to the Project Director of the Implementing Partner (IA) which in this case is the Division of Agriculture and the Nauru Fisheries and Marine Resource Authority (NFMRA) guided by the decisions of Project Board and the Project Management Unit Advisor. The R-PC will work in close coordination with UNDP and will be responsible for ensuring that the project is implemented in accordance with the agreed project workplan, timeframe and budget to achieve the objectives outlined in the Project Document.

### Objectives

The National Project Coordinator will have the following overarching responsibilities:

- Manage and coordinate the day to day operation of the Project Management Unit (PMU)
- Ensure effective coordination, management and monitoring of each project component to ensure successful implementation within the 4 year period of the project.
- Ensure effective coordination and partnership building within the national and regional R2R, IWRM and any other relevant projects and networks.

### Scope of Work

The R-PC will exercise the following key roles as approved by the Division of Agriculture and the Nauru Fisheries and Marine Resource Authority (NFMRA)

### **Project Management**

- Manage all activities of the project, within the agreed budget, to achieve all expected outputs, in consultation with the NFMRA;
- Provide vision and leadership and ensure day-to-day functioning of the project team to accomplish project success by facilitating the development of approaches, options, and optimal solutions;
- Manage consultants and their performance in consultation with the NFMRA, and supervise project technical and administrative staff;
- Coordinate consultations with stakeholders under the guidance of the NFMRA;
- Coordinate and oversee the delivery of the project outputs;
- Under the guidance of the Director of NFMRA, convene and coordinate meetings of the Project Board and provide necessary updates;
- Manage requests for the provision of financial resources by UNDP, using advance of funds, direct payments, or reimbursement using the FACE (Fund Authorization and Certificate of Expenditures);
- Manage and monitor the project risks initially identified, submit new risks to NFMRA for consideration and decision on possible actions if required provide updates on the status of these risks;
- Be responsible for managing issues and requests for change by maintaining an Issues Log;
- Update the Atlas Project Management module if external access is made available;
- Manage working relationships with all co-financing partners to ensure that their activities/programs are integrated and complementary with those of the R2R Project;
- Ensure PMU support is provided to Government and UNDP in organizing Project Steering Committee meetings and other relevant events/meetings;

### **Project Planning**

- Prepare Terms of Reference for contractual services, consultants, experts, and specifications of materials as required by the project, in consultation with the NFMRA;
- Prepare detailed workplan and budget to ensure activities meet the objectives of the project, in consultation with the NFMRA;
- Review and approve project deliverables and outputs as defined in the Project Document and based on project specifications;
- Organize consultation meetings and proceedings;
- Manage and monitor the project risks initially identified, submit new risks to the Project Board for consideration and decision on possible actions if required; update the status of these risks by maintaining the Project Risks Log;

### **Project Reporting and Monitoring**

- Update and share financial and activities/output/outcome progress on a monthly bases (monthly briefs) with NFMRA and UNDP, highlighting key challenges/risks and proposed way forward if and when necessary

- Prepare and submit quarterly progress and financial reports, terminal reports, relevant M&E reports as required by GEF and UNDP, as well as briefing reports as needed and as specified in the contractual arrangements.
- Prepare yearly procurement plans for the project in line with the activities indicating in the Annual Work Plans
- Monitor carefully financial resources and accounting to ensure accuracy and reliability of financial reports;
- Prepare and submit financial and technical reports to UNDP on a quarterly and annual basis;
- Prepare and coordinate submission of Project Implementation Report (PIR) to UNDP/GEF

### **Communication and Knowledge Management**

- Strengthen the presence and support of the R2R project on the ground through active engagement and information sharing with key project stakeholders including other national and regional R2R projects, other IWRM/R2R/ and or any other relevant projects and government counterparts, project boards and committees, and beneficiaries/communities.
- Coordinate development of communication and awareness materials of the R2R project to ensure visibility of the project achievements and good practices.

### **Criteria**

The following criteria will be used to identify the most suitable and qualified amongst the candidates

#### **Education**

- A Master's degree in management, administration, environmental management or related field

#### **Work Experiences**

- A minimum of 2-7 years in project management at a senior level
- Experience in programme formulation especially in project planning, budgeting, monitoring and evaluation
- Experience and understanding of the UNDP and/or GEF project is preferred
- Familiarity with political, socio-economic and environmental issues in Nauru;
- Good leadership, coordination, communication and facilitation skills are essential.
- Strong management skills, including ability to supervise people and monitor other project staff as well as being responsible, honest, with strong sense of integrity and professional ethics
- Extensive information exchange contacts with national and international partners involved in environment, climate change adaptation management and planning, water/natural resource management, community engagement is an asset;
- Demonstrate commitment to work and experience in working in a multicultural team environment, high level inter and intra-personal and communication skills.

#### **Language requirement**

- Excellent verbal and written skills in English;

## F. Finance/Accounts Officer

<b>Title</b>	R2R Finance/Accounts Officer (R-F/AO)
<b>Duty Station</b>	Nauru
<b>Contract Type</b>	Government
<b>Duration</b>	4 years (annual renewal on performance basis)
<b>Direct Supervision and Reporting</b>	R2R Project Coordinator
<b>Operational Accountability to</b>	R2R National Project Coordinator, Division of Agriculture and the Nauru Fisheries and Marine Resource Authority (NFMRA), Department of Commerce, Industry and Environment (DCIE), UNDP
<b>Performance Assessment</b>	R2R National Project Coordinator and Division of Agriculture and the Nauru Fisheries and Marine Resource Authority (NFMRA) Director

The project will employ a full time Finance/Accounts Officer. The Finance/Accounts Officer will report directly to the Project Manager and will support all financial activities of the Project Management Unit to ensure successful implementation of the project activities.

### **Objective**

The Finance/Accounts Officer will ensure that the maintenance of the project financial systems is in accordance with the finance policies and procedures. He/She will ensure the timely provision of accurate financial reports to the Project Manager and UNDP.

### **Scope of Work**

The Finance/Accounts Officer will carry out activities as approved by the Project Manager and endorsed by the Department of Environment.

#### **A. Payments**

1. Payments are in line with the Annual Work Plan, appropriately authorized, correctly coded, accompanied by relevant supporting documents such as schedules (if relevant), quotes, purchase order, and that quote and invoice agree.
2. Prepare staff wages, PAYE, and supporting attendance/leave records to accompany payment voucher.
3. Payment vouchers if submitted to Treasury for payment, should be copied (hard or soft) and copies kept in Project Office
4. All payments are recorded in a project expenditure template and reconciled with the bank or Treasury listing monthly
5. On a monthly basis liaise with Treasury and check that all payment vouchers that have been paid are stamped "PAID"

#### **B. Bank or Treasury reconciliation**

1. Ensure Treasury monthly listing is secured.
2. Check all payments as per A 4. above Against the Treasury Listing
3. Submit reconciliation with completed FACE form to UNDP by the 10<sup>th</sup> of the month after the quarter

#### **C. Journals**

1. Any journals for the month to be recorded in the Project Expenditure spreadsheet in A4 above, together with the expenditure for the month, with adequate explanation and supporting documents attached to the journal voucher

**D. NIM Audit and HACT Assurance activities**

1. Preparation of audit schedules and assist the auditor during the audit
2. Assist UNDP in closing of audit gaps
3. Assist UNDP in the implementation of assurance activities

**E. Financial Budgeting, monitoring and reporting**

1. Keep a cumulative schedule (excel) of budget against expenditure by outcome by output (activity).
2. Provide the Project Manager (copy UNDP) of variance (budget vs expenditure) based on excel spreadsheet in 1 above
3. Highlight budget (or potential) overruns, and suggest to PM, which budget line to offload to.
4. Notify the Project Manager of budget overruns and reallocate noting rule in 3 above.

**F. Filing and back up of data**

1. Expenditure, asset, salaries, staff (permanent and consultants) maintained
2. Monthly back up of office data (one copy kept in office, one in Treasury or another willing repository)

**Criteria**

The following criteria are used to identify the most suitable and qualified amongst the candidates:

**Education**

- A degree in finance

**Work Experience**

- A minimum of 3 years experience in demonstrated procurement functions
- Be fully computer literate with Microsoft Office Programs
- Experience in providing a streamlined financial service role to a project management team, including experience in developing and delivering financial reports
- Familiar with financial and procurement process within government and/or UNDP
- Demonstrated initiative in carrying out his/her duties and ability to work independently to tight deadlines
- Ability to operate standard office equipment and familiarity with basic principles of accounting and office practice are essential

**Language requirement**

- Excellent written and oral communication skills in English

## G. Procurement Officer

<b>Title</b>	R2R Procurement Officer (R-PO)
<b>Duty Station</b>	Nauru
<b>Contract Type</b>	Government
<b>Duration</b>	4 years (annual renewal on performance basis)
<b>Direct Supervision and Reporting</b>	R2R Project Manager
<b>Operational Accountability to</b>	R2R National Project Coordinator, Finance/Accounts Officer, Director of Commerce, Industry and Environment, UNDP
<b>Performance Assessment</b>	R2R National Project Coordinator and Department of Commerce, Industry and Environment

The project will employ a full time Procurement Officer. The Procurement Officer will report directly to the Project Manager and will support all procurement activities of the Project Management Unit to ensure successful implementation of the project activities.

### **Objective**

The Procurement Officer will ensure that the maintenance of the project procurement systems is in accordance with the both government and undp procurement procedures. He/She will ensure the timely deliverables of procuring the required goods and services from project sites.

### **Scope of Work**

The R-PO will carry out activities as approved by the Project Manager and endorsed by the Department of Environment.

### **Procurement**

1. Procurement of goods and services as per Nauru Government guidelines and in the absence of one as per UNDP guidelines
2. If unable to procure goods or services under Nauru Government system to request UNDP to secure on behalf of the project.
3. If services (local consultants or additional part time or full time staff) are secured that these are according to the AWP and appropriately authorized and documentation kept in separate files

### **Financial Acquittals**

1. Prepare quarterly financial acquittals using the FACE (Funds Authorization and Certification of Expenditure)
2. Ensure FACE reconciles with expenditure listing as per A 4. above
3. Submit the quarterly FACE to UNDP by the 10<sup>th</sup> of April, July, October and January of each year.

### **Advance**

1. Prepare costed quarterly workplan to accompany the FACE requesting the advance

### **Assets**

1. Ensure a fixed asset register is kept (refer attached Fixed Asset schedule for suggested format)
2. Ensure assets are labelled and kept safely.
3. Ensure asset documents are filed and kept in separate files for each asset.

4. Ensure that assets delivered to the field (not in the office) are signed off by responsible party (acknowledging receipt of item and obligation to keep it safe and use only for purposes of project activities) and copy of letter kept in the office.

### **Criteria**

The following criteria are used to identify the most suitable and qualified amongst the candidates:

#### **Education**

- A diploma in finance and/or a degree in management

#### **Work Experience**

- A minimum of 2 year experience in demonstrated procurement functions
- Be fully computer literate with Microsoft Office Programs
- Experience in providing a streamlined financial service role to a project management team, including experience in developing and delivering financial reports
- Familiar with financial and procurement process within government and/or UNDP
- Demonstrated initiative in carrying out his/her duties and ability to work independently to tight deadlines
- Ability to operate standard office equipment and familiarity with principles of accounting and office practice are essential

#### **Language requirement**

- Excellent written and oral communication skills in English

## H. Project Steering Committee (PSC)

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<b>Project Steering Committee (PSC)</b>	
<b>Background:</b>	<p>The Project Steering Committee role is to support the Project Board Executive by carrying out objective and independent project oversight and monitoring functions. The Project Manager and Project Assurance roles should never be held by the same individual for the same project.</p> <p>The PSC is the technical committee for the project and provides technical support to the Project Coordinator in the execution of the activities. The memberships are experts in their own field and are expected to contribute towards the active execution of project activities. Other experts can be drafted in as required. It is expected that members of this committee will assist in delivering specific outcomes of the project, and will draw on other expertise as necessary. The meetings of the PSC will be held once every quarter, and the minutes recorded.</p>
<b>Duties and Responsibilities:</b>	<p>The PSC (or Project Assurance Team) will comprise senior representatives of the key ministries related to R2R and will provide high-level technical guidance and orientation to the project. There is an existing PSC that currently provides high-level technical guidance and orientation of projects at DCIE. The R2R project will utilize the existing PSC, under the chairmanship of the Director of Projects, CIE.</p> <ul style="list-style-type: none"><li>➤ Members of the existing PSC include the following:</li><li>➤ Director Planning and Economic Development;</li><li>➤ Director of Agriculture;</li><li>➤ Director, Education;</li><li>➤ Director of Culture, Heritage and Home Affairs;</li><li>➤ Rep RONPHOS;</li><li>➤ Rep NRC;</li><li>➤ Director, Fisheries;</li><li>➤ Coordinator, ARM;</li><li>➤ Director, Utilities;</li><li>➤ Rep EGIGU;</li><li>➤ Rep. NIANGO;</li><li>➤ Coordinators, NBSAP, NCSA, IWRM and</li><li>➤ Rep, Lands &amp; Survey.</li></ul>
<b>Selection Criteria:</b>	<p>Nominations to the steering committee will be made by the departments and will be done so on an equal and participatory basis, and in consideration to provide greater representation of women in the committee. As such the committee will not only ensure the needs and concerns of project beneficiaries as outlined in the project document, but needs of women and vulnerable group (youth and children) to promote gender equality and empowerment of women.</p>
<b>Project Board</b>	
<b>Background:</b>	<p>Project Board is responsible for making management decisions for a project in particular when guidance is required by the Project Manager.</p>
<b>Duties and Responsibilities:</b>	<p>The Project Board plays a critical role in project monitoring and evaluations by quality assuring these processes and products, and using evaluations for performance improvement, accountability and learning. It ensures that required resources are committed and arbitrates on any conflicts within the</p>

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project or negotiates a solution to any problems with external bodies. In addition, it approves the appointment and responsibilities of the Project Manager and any delegation of its Project Assurance responsibilities. Based on the approved Annual WorkPlan, the Project Board can also consider and approve the quarterly plans (if applicable) and also approve any essential deviations from the original plans.

In order to ensure UNDP's ultimate accountability for the project results, Project Board decisions will be made in accordance to standards that shall ensure management for development results, best value money, fairness, integrity, transparency and effective international competition. In case consensus cannot be reached within the Board, the final decision shall rest with the UNDP Project Manager.

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**Selection  
Criteria:**

Potential members of the Project Board are reviewed and recommended for approval during the PAC meeting. Representatives of other stakeholders can be included in the Board as appropriate. The Board contains three distinct roles, including:

- **An Executive:** individual representing the project ownership to chair the group (e.g. Representative of the Government Cooperating Agency or UNDP).
- **Senior Supplier:** individual or group representing the interests of the parties concerned which provide funding for specific cost sharing projects and/or technical expertise to the project. The Senior Supplier's primary function within the Board is to provide guidance regarding the technical feasibility of the project (e.g. Representative of the Implementing Partner and/or UNDP).
- **Senior Beneficiary:** individual or group of individuals representing the interests of those who will ultimately benefit from the project. The Senior Beneficiary's primary function within the Board is to ensure the realization of project results from the perspective of project beneficiaries (e.g. Representative of the Government or Civil Society).
- **The Project Assurance** role supports the Project Board Executive by carrying out objective and independent project oversight and monitoring functions. The Project Manager and Project Assurance roles should never be held by the same individual for the same project (e.g. A UNDP Staff member typically holds the Project Assurance role).

The Project Coordinator has the authority to run the project on a day-to-day basis on behalf of the Implementing Partner within the constraints laid down by the Board. The Project Manager's prime responsibility is to ensure that the project produces the results specified in the project document, to the required standard of quality and within the specified constraints of time and cost. The project Administrative Assistant/Finance Officer and communication officer provide a supporting role to the Project Coordinator.

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**Project Management Unit (PMU)**

All PMU full time staff (e.g. Project Coordinator and Project Assistant) will be recruited and contracted through the procedures of the Government of Nauru with assistance and advice if required from the Pacific UNDP Office in Fiji. The United Nation's Volunteer (UNV) will be recruited and contracted

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directly by the Pacific UNDP Regional office in consultation with the government of Nauru.

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## **1. Project Coordinator**

### **Background**

The Project Coordinator (PC) will be responsible for the implementation of the project, including the mobilization of all project inputs, supervision over project staff, consultants and subcontractors. The PC will manage the R2R project, will be fully accountable to the Secretary, CIE and to the Project Board for satisfactory execution of the entire project and will be responsible for meeting government obligations under the Project, under the national implementation modality. The Project Coordinator will be the head of the Project Management Unit (PMU). The PC shall perform a liaison role with government, UNDP, and all stakeholders involved with the project.

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### **Duties and Responsibilities**

- Overall management of the project;
  - Supervise and coordinate the production of project outputs as per the project document;
  - Ensure the technical coordination of the project;
  - Mobilize all project inputs in accordance with UNDP procedures for nationally executed projects;
  - Coordinate the recruitment and selection of project personnel (such as the Administrative Assistant/Finance Officer, LMMA Officer, Agriculture Officer, and Communications Officer);
  - Supervise and coordinate the work of all project staff, consultants and subcontractors in collaboration with the UNV;
  - Work closely with project partners to closely coordinate all the actors involved with achieving project outcomes and outputs;
  - Ensure adequate representation of women and vulnerable community (youth and children) needs to promote gender equality and empowerment of women in sustainable land management, land use policies and other capacity development initiative of the project;
  - Supervise the work of all PMU staff, including national staff;
  - Prepare and revise project work and financial plans, as required by Government and UNDP;
  - Manage procurement of goods and services under UNDP guidelines and oversight of contracts;
  - Ensure proper management of funds consistent with UNDP requirements, and budget planning and control;
  - Establish project monitoring and reporting systems;
  - Arrange for audit of all project accounts for each fiscal year;
  - Prepare and ensure timely submission of quarterly financial consolidated reports, quarterly consolidated progress reports, annual review reports, mid-term reports, and other reports as may be required by UNDP;
  - Disseminate project reports to and respond to queries from concerned stakeholders;
  - Report progress of project to the Project Steering Committee on a regular basis;
  - Oversee the exchange and sharing of experiences and lessons learned with relevant conservation and development projects nationally and internationally;
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	<ul style="list-style-type: none"> <li>➤ Prepare a detailed annual work plan for the project;</li> <li>➤ Provide verbal interpretation and written translation as required (this can be done by the Project Coordinator);</li> <li>➤ Undertake any other activities that may be assigned by the Project Board.</li> </ul>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Qualifications (at least a first degree) in natural resources management or other relevant academic and profession qualifications with relevant professional experience;</li> <li>➤ Proven extensive experience and technical ability to manage a large project and a good technical knowledge in the fields related to biodiversity conservation, sustainable land management, water management, participatory approaches and/or environmental economics;</li> <li>➤ Effective interpersonal and negotiation skills proven through successful interactions with all levels of project stakeholder groups, including senior government officials, fishermen, farmers and communities;</li> <li>➤ Ability to effectively coordinate a complex, multi-stakeholder project;</li> <li>➤ Ability to lead, manage and motivate teams of international and local consultants to achieve results;</li> <li>➤ Good capacities for strategic thinking and planning;</li> <li>➤ Excellent communication skills; and</li> <li>➤ Knowledge of UNDP project implementation procedures, including procurement, disbursements, and reporting and monitoring highly preferable.</li> <li>➤ Nauru citizenship.</li> </ul>
<b>Duration:</b>	The position is full time for the duration of the project (48 Months) at an annual salary package of US\$20,000 (weekly salary package of US\$385.00). Total allocated funds for this position are US\$80,000. The continuity of services will be crucial for the project's success.
<b>2. Project Assistant</b>	
<b>Background:</b>	The implementation of the Nauru Ridge-to-Reef will involve a multitude of tasks/activities ranging from project management, financing and administration to the implementation of day-to-day substantive activities, which would be carried out, by numerous individuals and organizations. The Administrative Assistant/Finance Officer will be located in the DCIE who is responsible for the overall implementation of the Nauru R2R project.
<b>Duties and Responsibilities:</b>	<p>The Administrative Assistant/Finance Officer will assist the PC in the coordination and management of daily activities and the organization of local travel for national experts. He/she will also be responsible for all administrative (contractual, organizational and logistical) and all financial (disbursements, record-keeping, cash management) matters under the Project. The Administrative Assistant/Finance Officer will have the following duties:</p> <ul style="list-style-type: none"> <li>➤ Assist with the management of day-to-day operations of the project, particularly with respect to the provision of administrative services and support;</li> <li>➤ Ensure that necessary financial, procurement, disbursement and personnel matters are effectively addressed;</li> <li>➤ Compile and/or prepare the documentation necessary for the procurement of services, goods and supplies under the project;</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Ensure timely disbursement of funds from the project bank account;</li> <li>➤ Maintain the project's files and supporting documentations;</li> <li>➤ Maintain the project's disbursement ledger and journal;</li> <li>➤ Prepare internal and external correspondence for the R2R Project;</li> <li>➤ Maintain files and assist in the preparation of documentation in advance of and following all meetings, edit reports and other documents for correctness of form and content;</li> <li>➤ Assist the PC and UNV in organizing meetings, training workshops, etc for the project personnel;</li> <li>➤ Assist the PC, UNV and Communications Officer to organize and coordinate information exchange between participating institutions and internationally;</li> <li>➤ Co-ordinate and assist in travel arrangements for project personnel or for representatives within the thematic working groups;</li> <li>➤ Maintain and update project financial database;</li> <li>➤ Assist in the preparation of documents related to project activities; and,</li> <li>➤ Undertake other administrative/financial duties as requested by the Project Board.</li> </ul>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Diploma in administration, management, accounting;</li> <li>➤ Minimum of 3 years of working experience in the area of project administration/accounting;</li> <li>➤ Demonstrated ability to cope with spreadsheets and book-keeping;</li> <li>➤ Experience in Government and in interdepartmental procedures;</li> <li>➤ Familiarity with environmental issues preferred;</li> <li>➤ Fluent written and oral communication in Nauru and English;</li> <li>➤ Strong time-management, organizational and inter-personal skills;</li> <li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc);</li> <li>➤ Nauru citizenship.</li> </ul>
<b>Duration:</b>	The position is full time for the duration of the project (48 Months) at an annual salary package of US\$10,000 (weekly salary package of US\$192.00). Total allocated funds for this position is US\$40,000. The continuity of services will be crucial for the project's success.
<b>4. United Nations Volunteer (UNV)</b>	
<b>Background:</b>	Refer to comprehensive TOR
<b>Duties and Responsibilities:</b>	Refer to comprehensive TOR
<b>Selection Criteria:</b>	Refer to comprehensive TOR
<b>Duration:</b>	The position is full time for the first year with provisions for an extra year if required (24 Months) at an annual salary package of US\$86,000 (weekly salary package of US\$1,654). Total allocated funds for this position are US\$172,016. Due to the specific requirements of Nauru an annual allocation of US\$36,000 has been included to ensure accommodation for the position can be secured.

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## **International Consultants**

All International consultants will be recruited and contracted directly by the Pacific UNDP Regional office as requested and in consultation with the government of Nauru. All international consultants are to be short term technical advisors and are to provide capacity building, mentoring, and technical skills transfer directly to their local consultant counterpart and other stakeholders. The specific TOR of each international consultant needs to be reviewed and finalised during the inception workshop of the Nauru R2R project and thus each consultant position is only summarised below.

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### **1. International Fisheries Lawyer**

<b>Background:</b>	<i>Nauru requires a review of the nation's fisheries Act and Regulations and requires a skilled professional fisheries Lawyer to review, amend and finalise the Act and regulations that will provide the legal baseline for the sustainable development and management of the nation's inshore fisheries resources.</i>
<b>Duties and Responsibilities:</b>	<i>A Fisheries Lawyer is to be contracted to review, amend, develop and finalise a draft of the Nauru Fisheries Act and associated Regulations through consultation with key government, community, and private sector stakeholder. The consultant will lead this task which will include formal workshop and information gathering exercise. The consultant will work specifically with NFMRA and key Nauru government agencies associated with national laws.</i>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"><li>➤ Tertiary qualification with a Law Degree specialising in fisheries, environment and/or resources law</li><li>➤ Minimum of 10 years plus working experience in the area of expertise;</li><li>➤ Demonstrated ability to work with developing nations and experience working in Pacific nations and/or small island developing States;</li><li>➤ Fluent written and oral communication in English;</li><li>➤ Strong time-management, organizational and inter-personal skills;</li><li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc).</li></ul>
<b>Duration:</b>	<ul style="list-style-type: none"><li>➤ The consultant position is part time for the duration of one month (30 days in total) which includes a single in country input of 10 days with the remaining days allocated to finalise the Act at their home office. Total indicative funds allocated for this consultancy (consultant fees, air fare, per diem) is US\$27,500. The consultancy is expected to be undertaken within the first year of the R2R project.</li></ul>

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### **2. International Marine Management Area Advisor**

<b>Background:</b>	<i>To undertake a review and provide leadership in developing a framework to implement a LMMA network system within Nauru, piloting this within the R2R projects 4 marine sites and developing and delivering the associated training, capacity building, awareness and technical data collection required for both government and community stakeholders.</i>
<b>Duties and Responsibilities:</b>	<i>A MMAA is to be contracted to develop a LMMA framework in conjunction with key Stakeholders that can provide an adaptive useable and practical system to assist the government and communities of</i>

	<i>Nauru to implement management systems for their coastal inshore resources. The consultant is also required develop and delivery capacity building and skills transfer to government and community stakeholders. The consultant will work specifically with NFMRA, DCIE, PMU and all four R2R project site communities and their elected representatives.</i>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Tertiary qualification with a Science Degree, preferably masters or PHD specialising in fisheries, environment and/or coastal management.</li> <li>➤ Minimum of 10 years plus working experience in the area of expertise;</li> <li>➤ Demonstrated ability to work with developing nations and experience working in Pacific nations and/or small island developing;</li> <li>➤ Fluent written and oral communication in English;</li> <li>➤ Strong time-management, organizational and inter-personal skills;</li> <li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc).</li> </ul>
<b>Duration:</b>	<ul style="list-style-type: none"> <li>➤ <i>The consultant position is part time for the duration of five month (150 days in total) which includes five in country input totalling 125 days in Nauru with the remainder allocated for home office. Total indicative funds allocated for this consultancy (consultant fees, air fare, per diem) is US\$152,500. The consultancy will have two inputs over the first two years of the R2R project with a final input in the third year of the project.</i></li> </ul>

### **3. International Coral Reef Ecologist**

<b>Background:</b>	<i>To undertake a review and analysis of sea water circulation data for the island of Nauru and use the data to provide recommendations on larval temporal and spatial dispersal and recruitment processes leading to marine protected and managed areas, specifically for indicator and targeted invertebrate and fin fish species.</i>
<b>Duties and Responsibilities:</b>	A Coral reef biologist is to be contracted to analysis specific water circulation data and provide specific recommendations to government and key community stakeholders that can provide an adaptive and practical management and protection systems for a number of key indicator and targeted invertebrate and vertebrate inshore and coastal species. Recommendations are to be based on larval and recruitment modelling based on current and circulation data. The consultant is required develop and delivery capacity building and skills transfer to government and community stakeholders. The consultant will work specifically with NFMRA, DCIE, PMU and all four R2R project site communities and their elected representatives. It is anticipated that all community representatives will be invited to the comment on the findings as implementation of recommendations will have a direct affect on all Nauruans.
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Tertiary qualification with a Science Degree, preferably masters or PHD specialising in coral reef circulation systems, fisheries, environment and/or coastal management.</li> <li>➤ Minimum of 10 years plus working experience in the area of expertise;</li> <li>➤ Demonstrated ability to work with developing nations and experience working in Pacific nations and/or small island developing;</li> <li>➤ Fluent written and oral communication in English;</li> <li>➤ Strong time-management, organizational and inter-personal skills;</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc).</li> </ul>
<b>Duration:</b>	The consultant position is part time for the duration of one month (30 days in total) which includes a single in country input totalling 10 days in Nauru with the remainder allocated for home office. Total indicative funds allocated for this consultancy (consultant fees, air fare, per diem) is US\$27,500. The consultancy can only be undertaken once a year's water circulation data has been acquired. It is therefore expected to be undertaken in the second year of the R2R project.

#### **4. International Integrated Agricultural Specialist**

<b>Background:</b>	<i>To undertake a review and a situation assessment of each of the five R2R project sites (districts) to develop an individual draft integrated agricultural land use management plan. The plan will form the basis for the long term sustainable development and management of each districts agricultural practises. The plan will include both agricultural (e.g. fruit trees and crops) and livestock (e.g. pigs, chicken) production.</i>
<b>Duties and Responsibilities:</b>	<i>An agricultural specialist is to be contracted to undertake a review, site evaluations and hold stakeholder discussions to develop a draft integrated agricultural land use management plan for the five R2R project sites (districts). The draft needs to be practical, adaptive and suitable to the needs and aspirations of the communities themselves and the environment in each site. The draft will provide specific recommendations and advice to ensure long term sustainable agricultural develop of each of the R2R districts and will provide a framework for other districts within Nauru to review and develop additional plans. The consultant is required develop and delivery capacity building and skills transfer to government and community stakeholders. The consultant will work specifically with DCIE, DoA, PMU and all five R2R project site communities and their elected representatives. It is anticipated that all community representatives will be invited to the comment on the findings and be invited to the nationwide workshop as implementation of recommendations will have a direct affect on all Nauruan's.</i>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Tertiary qualification with a Science Degree, preferably masters or PHD specialising in tropical agriculture planning and management, agronomy and/or terrestrial environment management.</li> <li>➤ Minimum of 10 years plus working experience in the area of expertise;</li> <li>➤ Demonstrated ability to work with developing nations and experience working in Pacific nations and/or small island developing;</li> <li>➤ Fluent written and oral communication in English;</li> <li>➤ Strong time-management, organizational and inter-personal skills;</li> <li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc).</li> </ul>
<b>Duration:</b>	<i>The consultant position is part time for the duration of two months (60 days in total) which includes two in country input totalling 40 days in Nauru with the remainder allocated for home office. Total indicative funds allocated for this consultancy (consultant fees, air fare, per diem) is US59,000. The consultancy is expected to be</i>

	<i>undertaken within the first year of the R2R project.</i>
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**5. International Solid Waste Management Specialist**

<b>Background:</b>	<i>To undertake a review and a situation assessment of each of the five R2R project sites (districts) to develop an individual draft solid waste management plan. The plan will form the basis for the long term sustainable development and management of each districts solid waste management practises. The plan will include both household (waste water, sewage, garbage) and agricultural/livestock (e.g. pigs, chicken) production.</i>
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<b>Duties and Responsibilities:</b>	<i>A waste management specialist is to be contracted to undertake a review, site evaluations and hold stakeholder discussions to develop a draft solid waste management plan for the five R2R project sites (districts). The draft needs to be practical, adaptive and suitable to the needs and aspirations of the communities themselves and the environment in each site. The draft will provide specific recommendations and advice to ensure long term sustainable waste management planning and collection including household and agricultural waste products for each of the R2R districts and will provide a framework for other districts within Nauru to review and develop additional plans. Alternative livelihood opportunities need to be included (e.g. biogas production, composting/fertilizers). The consultant is required develop and delivery capacity building and skills transfer to government and community stakeholders. The consultant will work specifically with DCIE, DoA, PMU and all five R2R project site communities and their elected representatives. It is anticipated that all community representatives will be invited to the comment on the findings and be invited to the nationwide workshop as implementation of recommendations will have a direct affect on all Nauruan's.</i>
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<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Tertiary qualification with a Science Degree, preferably masters or PHD specialising in waste and/or water management, agriculture and/or environment management.</li> <li>➤ Minimum of 10 years plus working experience in the area of expertise;</li> <li>➤ Demonstrated ability to work with developing nations and experience working in Pacific nations and/or small island developing;</li> <li>➤ Fluent written and oral communication in English;</li> <li>➤ Strong time-management, organizational and inter-personal skills;</li> <li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc).</li> </ul>
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<b>Duration:</b>	<i>The consultant position is part time for the duration of one month (30 days in total) which includes one in country input totalling 20 days in Nauru with the remainder allocated for home office. Total indicative funds allocated for this consultancy (consultant fees, air fare, per diem) is US\$29,000. The consultancy is expected to be undertaken within the first year of the R2R project.</i>
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**6. International Management Planning Specialist**

<b>Background:</b>	<i>To undertake a review and a situation assessment of the Buada districts "lagoon" to develop a site specific management plan The plan will</i>
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	<i>form the basis for the long term sustainable development and management of this unique water body and associated community activities both within and surrounding the lagoon.</i>
<b>Duties and Responsibilities:</b>	<i>A terrestrial/environmental specialist is to be contracted to undertake a review, site evaluations and hold stakeholder discussions to develop a draft integrated management plan for the Buada districts "lagoon" and associated community management and use. The draft needs to be practical, adaptive and suitable to the needs and aspirations of the communities themselves and the environment in each site. The draft will provide specific recommendations and advice to ensure long term sustainable management of this unique water body including potential livelihood opportunities (e.g. small scale fish farming) and will include recommendation developed for the districts land use and solid waste management plans (both developed under the R2R project). The consultant is required to develop and delivery capacity building and skills transfer to government and community stakeholders. The consultant will work specifically with DCIE, DoA, PMU and the Buada community and their elected representatives. It is anticipated that all community representatives will be invited to the comment on the findings and be invited to a nationwide workshop as implementation of recommendations will have a direct affect on all Nauruan's.</i>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Tertiary qualification with a Science Degree, preferably masters or PHD specialising in terrestrial, freshwater environmental management systems/planning, waste and/or water management, agriculture and/or environment management.</li> <li>➤ Minimum of 10 years plus working experience in the area of expertise;</li> <li>➤ Demonstrated ability to work with developing nations and experience working in Pacific nations and/or small island developing;</li> <li>➤ Fluent written and oral communication in English;</li> <li>➤ Strong time-management, organizational and inter-personal skills;</li> <li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc).</li> </ul>
<b>Duration:</b>	<i>The consultant position is part time for the duration of one month (30 days in total) which includes one in country input totalling 20 days in Nauru with the remainder allocated for home office. Total indicative funds allocated for this consultancy (consultant fees, air fare, per diem) is US\$29,000. The consultancy is expected to be undertaken within the second year of the R2R project as information acquired through the R2R project associated with Buada districts integrated land use planning and solid waste management plans and Policy are required for the development of the lagoons management plan.</i>
<b>7. International Invasive Species Specialist</b>	
<b>Background:</b>	<i>To undertake a review and a situation assessment of each of the five R2R project sites (districts) and the nation as a whole to develop a National Biodiversity Invasive Species Strategy and Action. The plan will form the basis for the long term sustainable development and management of invasive species and bio security issues for</i>

	<i>Nauru. Specific potential issues relating to land rehabilitation associated with the nations mining needs to be integrated into the recommendations of the plan.</i>
<b>Duties and Responsibilities:</b>	<i>An invasive species specialist is to be contracted to undertake a review, site evaluations, stakeholder discussions to develop a draft National Biodiversity Invasive Species Strategy and Action with specific assessments and evaluation of the five R2R project sites (districts). The draft needs to be practical, adaptive and suitable to the needs and aspirations of the communities themselves and the environment in each site. The draft will provide specific recommendations and advice to ensure long term sustainable management of current invasive species and potential threats and will provide clear framework and recommendations for the long term management of these threats. The consultant is required develop and delivery capacity building and skills transfer to government and community stakeholders. The consultant will work specifically with DCIE, DoA, NFMRA, PMU, Nauru Rehabilitation Corporation and all five R2R project site communities and their elected representatives. It is anticipated that all community representatives will be invited to the comment on the findings and be invited to the nationwide workshop as implementation of recommendations will have a direct affect on all Nauruan's.</i>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Tertiary qualification with a Science Degree, preferably masters or PHD specialising in terrestrial, freshwater and marine invasive specific management and/or environmental management systems/planning.</li> <li>➤ Minimum of 10 years plus working experience in the area of expertise;</li> <li>➤ Demonstrated ability to work with developing nations and experience working in Pacific nations and/or small island developing;</li> <li>➤ Fluent written and oral communication in English;</li> <li>➤ Strong time-management, organizational and inter-personal skills;</li> <li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc).</li> </ul>
<b>Duration:</b>	<i>The consultant position is part time for the duration of one month (30 days in total) which includes one in country input totalling 20 days in Nauru with the remainder allocated for home office. Total indicative funds allocated for this consultancy (consultant fees, air fare, per diem) is US29,000. The consultancy is expected to be undertaken within the first or second year of the R2R project.</i>

### **8. International Corporate Planning Specialist**

<b>Background:</b>	<i>To develop a DCIE corporate plan that reflects the department's vision, corporate responsibly and articulates the strategies and actions required to clearly outline the projects and programmes that need to be delivered. The development of an up to date and useful corporate plan will enable the DCIE to provide useful services to the people of Nauru and to ensure sustainable development and management of the nations resources and its communities.</i>
<b>Duties and Responsibilities:</b>	<i>A Corporate Planning specialist is to be contracted to review, amend, develop and finalise a draft DCIE corporate plan through</i>

	<i>consultation with DCIE staff. The consultant will lead this task which will include formal workshop and information gathering exercise. The consultant will work specifically with DCIE staff and associated Divisions of Environment and Agriculture and will ensure the corporate plan is aligned to government guidelines and protocols.</i>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Tertiary qualification with a Financial Business Degree, preferably masters or PHD specialising in corporate planning.</li> <li>➤ Minimum of 10 years plus working experience in the area of expertise;</li> <li>➤ Demonstrated ability to work with developing nations and experience working in Pacific nations and/or small island developing;</li> <li>➤ Fluent written and oral communication in English;</li> <li>➤ Strong time-management, organizational and inter-personal skills;</li> <li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc).</li> </ul>
<b>Duration:</b>	<i>The consultant position is part time for the duration of one month (30 days in total) which includes one in country input totalling 15 days in Nauru with the remainder allocated for home office. Total indicative funds allocated for this consultancy (consultant fees, air fare, per diem) is US\$32,000. The consultancy is expected to be undertaken within the first year of the R2R project.</i>

### **9. International Waste Management Policy Specialist**

<b>Background:</b>	<i>To develop a Waste Management Policy framework for the government of Nauru (DCIE) that reflects the guidelines for the nation to manage its home and commercial waste management is required to ensure the DCIE and its divisions can successfully delivery its responsibilities whilst providing information and management options to the nation. Sound government policies are essential to the development of community support and the long term sustainability of waste management in the nation.</i>
<b>Duties and Responsibilities:</b>	<i>A waste management policy specialist is to be contracted to undertake a review to develop a draft waste management policy Framework for DCIE. The policy framework will need to be developed through extensive government and community consultation with particular community engagement and input from the R2R project districts. The policy framework draft needs to be practical, adaptive and suitable to the needs and aspirations of the communities themselves and the environment in each site. The draft will provide specific recommendations and advice to ensure long term sustainable waste management planning for the nation and shall provide guidance for the development of specific site/district waste management plans and actions, including the R2R project sites/districts. The consultant is required develop and delivery capacity building and skills transfer to government and community stakeholders. The consultant will work specifically with DCIE, DoA, PMU, other government agencies and all five R2R project site communities and their elected representatives. It is anticipated that all community representatives will be invited to the comment on the findings and be invited to the nationwide workshop as</i>

	<i>implementation of recommendations will have a direct affect on all Nauruan's.</i>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Tertiary qualification with a Science Degree, preferably masters or PHD specialising in terrestrial, freshwater environmental management policy/planning, waste and/or water management, agriculture and/or environment management.</li> <li>➤ Minimum of 10 years plus working experience in the area of expertise;</li> <li>➤ Demonstrated ability to work with developing nations and experience working in Pacific nations and/or small island developing;</li> <li>➤ Fluent written and oral communication in English;</li> <li>➤ Strong time-management, organizational and inter-personal skills;</li> <li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc).</li> </ul>
<b>Duration:</b>	<i>The consultant position is part time for the duration of one month (30 days in total) which includes one in country input totalling 15 days in Nauru with the remainder allocated for home office. Total indicative funds allocated for this consultancy (consultant fees, air fare, per diem) is US\$32,000. The consultancy is expected to be undertaken within the first year of the R2R project.</i>

**10. International Environmental & Social Safeguards Policy/Guideline Specialist**

<b>Background:</b>	<i>To develop an Environmental and Social Safeguard Policy framework and Guidelines for the government of Nauru (DCIE) that reflects international and regionally acceptable standards that will ensure environmental best practises and social safeguards are integrated into all activities of DCIE (other government regulative agencies) for the long term suitability of the nations resources and people. The development and acceptance of this policy and guidelines that DCIE and its divisions can successfully delivery its environmental and social responsibilities. Sound government policies are essential to the development of community support and the long term sustainability of the nation's environment and the health of its people.</i>
<b>Duties and Responsibilities:</b>	<i>An environmental and social safeguard specialist is to be contracted to undertake a review, site evaluations and, stakeholder discussions to develop a draft Environmental and Social Safeguard Policy and Guidelines for the government of Nauru (DCIE). The draft recommendations need to include all environmental and social issues that are required to ensure sustainable management and development of terrestrial, coastal and marine resources and issues that directly affect communities and individuals. The draft needs to be practical, adaptive and suitable to the needs and aspirations of the communities themselves and the environment of Nauru. The consultant is required develop and delivery capacity building and skills transfer to government and community stakeholders. The consultant will work specifically with DCIE, DoA, NFMRA, PMU, Nauru Rehabilitation Corporation and all five R2R project site communities and their elected representatives. It is anticipated that all community representatives will be invited to the comment on the findings and be invited to the nationwide</i>

	<i>workshop as implementation of recommendations will have a direct affect on all Nauruan's.</i>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Tertiary qualification with a Science Degree, preferably masters or PHD specialising in terrestrial, freshwater environmental management policy/planning, waste and/or water management, agriculture and/or environment management.</li> <li>➤ Minimum of 10 years plus working experience in the area of expertise;</li> <li>➤ Demonstrated ability to work with developing nations and experience working in Pacific nations and/or small island developing;</li> <li>➤ Fluent written and oral communication in English;</li> <li>➤ Strong time-management, organizational and inter-personal skills;</li> <li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc).</li> </ul>
<b>Duration:</b>	<i>The consultant position is part time for the duration of two month (60 days in total) which includes two in country input totalling 25 days in Nauru with the remainder allocated for home office. Total indicative funds allocated for this consultancy (consultant fees, air fare, per diem) is US62,500. The consultancy is expected to be undertaken within the first year of the R2R project.</i>

#### **11. International Land Use Policy Framework Specialist**

<b>Background:</b>	<i>To develop a Land Use Policy framework for the government of Nauru (DCIE) that reflects the guidelines for the nation to manage its subsistence, and commercial land usage is required to ensure the DCIE and its divisions can successfully delivery its responsibilities whilst providing information and management options to the nation. Sound government policies are essential to the development of community support and the long term sustainability of land use planning and management within the nation.</i>
<b>Duties and Responsibilities:</b>	<i>A Land Use Policy specialist is to be contracted to undertake a review to develop a draft land use Policy Framework for division of Agriculture (DoA) within the DCIE. The policy framework will need to be developed through extensive government and community consultation with particular community engagement and input from the R2R project districts. The policy framework draft needs to be practical, adaptive and suitable to the needs and aspirations of the communities themselves and the environment in each site. The draft will provide specific recommendations and advice to ensure long term sustainable land use management, planning and use for the nation and shall provide guidance for the development of specific site/district land use development and management plans and actions, including the R2R project sites/districts. The consultant is required develop and delivery capacity building and skills transfer to government and community stakeholders. The consultant will work specifically with DoA, DCIE, PMU, other government agencies and all five R2R project site communities and their elected representatives. It is anticipated that all community representatives will be invited to the comment on the findings and be invited to the nationwide workshop as</i>

	<i>implementation of recommendations will have a direct affect on all Nauruan's.</i>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Tertiary qualification with a Science Degree, preferably masters or PHD specialising in tropical agriculture planning and management, agronomy and/or terrestrial environment management.</li> <li>➤ Minimum of 10 years plus working experience in the area of expertise;</li> <li>➤ Demonstrated ability to work with developing nations and experience working in Pacific nations and/or small island developing;</li> <li>➤ Fluent written and oral communication in English;</li> <li>➤ Strong time-management, organizational and inter-personal skills;</li> <li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc).</li> </ul>
<b>Duration:</b>	<i>The consultant position is part time for the duration of one month (30 days in total) which includes one in country input totalling 15 days in Nauru with the remainder allocated for home office. Total indicative funds allocated for this consultancy (consultant fees, air fare, per diem) is US\$32,000. The consultancy is expected to be undertaken within the first year of the R2R project.</i>

## **12. International GIS training Specialist**

<b>Background:</b>	<i>To undertake a review and training needs assessment of government staff for their capacity to be taught basic GIS system data collection, handling, storage, data base development, data analysis and map production and deliver a specific GIS training programme. The up skilling of staff to attain GIS capabilities will provide capacity building skills for the long term institutional sustainable development of the government of Nauru and its ability to manage and provide information to the communities of the nation. Data examples to be undertaken during the training programmes are to be based on specific data collected within the R2R project sites.</i>
<b>Duties and Responsibilities:</b>	<i>A GIS training specialist is to be contracted to undertake a review and training needs analysis of the current capacity within the DCIE, DoA and NFMRA staff to be trained in basic GIS data collection, data storage, data analysis and map production and develop and deliver a training programme to up skill government staff in all aspects of GIS using data collected within the R2R project sites as examples within the training programme. The training programme needs to be practical, adaptive and suitable to the needs and requirements of the Nauru government and individual departments and divisions. The training programme once delivered will provide government staff with the skills and ability to successfully collect, analysis and develop data and data bases and produce GIS based maps. The consultant is required to develop and delivery capacity building and skills transfer to government and community stakeholders. The consultant will work specifically with DCIE, DoA, PMU and NFMRA.</i>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Tertiary qualification with a Science Degree, preferably masters or PHD specialising in GIS systems associated with tropical environments.</li> <li>➤ Minimum of 10 years plus working experience in the area of expertise;</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Demonstrated ability to work with developing nations and experience working in Pacific nations and/or small island developing;</li> <li>➤ Fluent written and oral communication in English;</li> <li>➤ Strong time-management, organizational and inter-personal skills;</li> <li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc).</li> </ul>
<b>Duration:</b>	<i>The consultant position is part time for the duration of one month (30 days in total) which includes three in country inputs (8 days allocated to each of the first and third input and 14 days allocated for the second input) totalling 30 days in Nauru. Total indicative funds allocated for this consultancy (consultant fees, air fare, per diem) is US\$43,000. The consultancy is expected to be undertaken either in the first or second year of the R2R project.</i>

### **13. International Environmental Data Base Specialist**

<b>Background:</b>	<i>To undertake a review and training needs assessment of government staff for their capacity to be taught basic data base management and development and deliver a specific environmental data base training programme. The up skilling of staff to attain data base capabilities will provide capacity building skills for the long term institutional sustainable development of the government of Nauru and its ability to manage and provide information to the communities of the nation. Data examples to be undertaken during the training programmes are to be based on specific data collected within the R2R project sites.</i>
<b>Duties and Responsibilities:</b>	<i>A data base training specialist is to be contracted to undertake a review and training needs analysis of the current capacity within the DCIE and its divisions (e.g. DoA) staff to be trained in basic data storage, handling and analysis and to develop and deliver a training programme to up skill government staff in all aspects of environment data base development and management. Data collected within the R2R project sites is to be used as examples within the training programme. The training programme needs to be practical, adaptive and suitable to the needs and requirements of the Nauru government and individual departments and divisions. The training programme once delivered will provide government staff with the skills and ability to successfully collect analysis and develop data and data bases to ensure temporal and special data is used to monitor and manage the nation's environments. The consultant is required to develop and delivery capacity building and skills transfer to government and community stakeholders. The consultant will work specifically with DCIE, DoA and the PMU.</i>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Tertiary qualification with a Science Degree, preferably masters or PHD specialising in data base development systems associated with tropical environments.</li> <li>➤ Minimum of 10 years plus working experience in the area of expertise;</li> <li>➤ Demonstrated ability to work with developing nations and experience working in Pacific nations and/or small island developing;</li> <li>➤ Fluent written and oral communication in English;</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Strong time-management, organizational and inter-personal skills;</li> <li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc).</li> </ul>
<b>Duration:</b>	<i>The consultant position is part time for the duration of two month (60 days in total) which includes two in country inputs totalling 40 days in Nauru with the remainder allocated for home office. Total indicative funds allocated for this consultancy (consultant fees, air fare, per diem) is US59,000. The consultancy is expected to be undertaken either in the first or second year of the R2R project.</i>
<b>14. International Web Designer Specialist</b>	
<b>Background:</b>	<i>To undertake a review of the DCIE web base interface and design and deliver a new web site for the DCIE that is practical, usable and meets the aspirations of the agency. Staff training in all aspects of web development, monitoring and maintenance will be delivered. The web site will enable the DCIE and its partner projects and organisations (including the R2R project) to provide an up to date and useful tool for the communities and other government agencies of the activities of the DCIE and its division.</i>
<b>Duties and Responsibilities:</b>	<i>A professional web design specialist is to be contracted to undertake a review of current DCIE web base interface and agencies aspirations and through a hands on training programme to up skill government staff in all aspects of web design and use develop a working draft DCIE and its division's web site. The R2R project should be included in the web site design and used as an example within the training programme. The training programme needs to be practical, adaptive and suitable to the needs and requirements of the Nauru government and individual departments and divisions. The training programme once delivered will provide government staff with the skills and ability to successfully maintain and develop a live web page for DCIE. The consultant is required to develop and delivery capacity building and skills transfer to government and community stakeholders. The consultant will work specifically with DCIE, DoA and the PMU.</i>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Formal, preferably Tertiary qualification in computer science and or technology specialising in internet and web based design work.</li> <li>➤ Minimum of 5 years plus working experience in the area of expertise;</li> <li>➤ Demonstrated ability to work with developing nations and experience working in Pacific nations and/or small island developing;</li> <li>➤ Fluent written and oral communication in English;</li> <li>➤ Strong time-management, organizational and inter-personal skills;</li> <li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc).</li> </ul>
<b>Duration:</b>	<i>The consultant position is part time for the duration of two weeks (14 days in total) which includes one in country inputs totalling 14 days in Nauru. Total indicative funds allocated for this consultancy (consultant fees, air fare, per diem) is US16,600. The consultancy is expected to be undertaken either in the first or second year of the R2R project.</i>



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## **Nauruan Consultants**

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### **1. Local Consultants**

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All Local Consultants will be recruited and contracted directly by the government of Nauru. All local consultants are to be short term technical assistance advisors to the international consultant they counterpart. They are to assist in capacity building, mentoring, and technical skills transfer to stakeholders. The specific TOR of each local consultant needs to be reviewed and finalised during the inception workshop of the Nauru R2R project and thus each consultant position is only summarised below.

<b>Background:</b>	<i>Local Consultants (LC) will report to the Project Coordinator however work alongside and directly with their allocated international consultant. They are responsible for facilitating and coordination all project activities on the ground associated with the international specific TOR. The international consultant will provide direct capacity building and skills transfer to the local consultant.</i>
<b>Duties and Responsibilities:</b>	<p>The LC specific duties are to be finalised by the PMU in conjunction with DCIE and UNDP once the TOR of the international consultants are finalised. General duties and responsibilities for each position includes;</p> <ul style="list-style-type: none"><li>➤ Serve as the projects representative and coordinate participating agencies/partners both at government and community level to inform, educate and implement the international consultants project mission</li><li>➤ Organize and assist international consultant to conduct specific work plans including organising meetings, workshops, seminars, and other meetings as required for the project associated with the specific TOR.</li><li>➤ Assist in conduct training courses, awareness programmes and capacity building of project stakeholders associated with the internationals consultant's project objectives.</li><li>➤ Provide support, advice and assistance to stakeholders to ensure integration into the specific project activities.</li></ul>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"><li>➤ Familiarity with the specific projects technical, social and environmental areas;</li><li>➤ Experience working with the government, NGOs, CBOs, and other partners in the area;</li><li>➤ Experience mobilizing community members for development projects and activities; and</li><li>➤ <i>Good verbal and written English and Nauruan skills.</i></li><li>➤ Nauru citizen</li></ul>
<b>Duration:</b>	<i>Each local consultant will be part time and contracted specifically to work with an international consultant and thus the duration of each position is variable (refer budget note above). Each LC will be paid US\$200 per day worked and it is expected the majority of LC positions will be completed by the end of the second year. A total of 470 days have een allocated within the project for all LC with a total allocated budget of US\$94,000.</i>

### **2. Communication Officer**

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<b>Background:</b>	The communication Officer will work full time on the R2R project and will work directly with DCIE staff and the PMU to ensure the government and communities of Nauru are fully informed of the activities and achievements
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	of the DCIE R2R project and to educate that nation to understand and implement long term sustainable management of the nation's resources and human activities that affect them. The importance of the communities understanding, acceptance and working with the R2R project goals is paramount to the long term success.
<b>Duties and Responsibilities:</b>	The Communication Officer's duties are to lead the R2R projects public communications, awareness and information exchange to serve as the DCIE and PMU link to the government and communities directly associated with the R2R project and wider community itself. The Communication officer is expected to present this information in a variety of formats including verbally in the communities (e.g. schools, church groups, community representatives, CBO;s) especially in the R2R demonstration sites, in print as posters and flyers, television and radio, and through the different media outlets on the internet. The officer will also provide training and capacity building skills to DCIE government counter parts and interested community individuals and groups within the R2R project sites. The training programme needs to be practical, adaptive and suitable to the needs and requirements of the Nauru government and individual departments and divisions. The communication officer should participate in their own capacity building skills and knowledge through interaction with other UNDP and R2R projects operating in neighbouring nations.
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Formal Tertiary qualification in communication/media, journalism, computer science and or technology specialising in communication and public awareness and media (radio, television, newspaper) work.</li> <li>➤ Minimum of 2 years plus working experience in the area of expertise;</li> <li>➤ Familiarity with the specific projects technical, social and environmental areas;</li> <li>➤ Experience working with the government, NGOs, CBOs, schools and other media partners in the area;</li> <li>➤ Experience mobilizing community members for development projects and activities; and</li> <li>➤ <i>Good verbal and written English and Nauruan skills.</i></li> <li>➤ <i>Nauru citizen.</i></li> </ul>
<b>Duration:</b>	The position is full time for the duration of the project (48 Months). The annual salary package is US\$15,000 (weekly salary of US\$288) with a total cost of US\$60,000. The continuity of services during will be crucial for the project's success.

### 3. LMMA Officer

<b>Background:</b>	The LMMA Officer will work full time on the R2R project and will work directly with NFMRA, DCIE staff and the PMU to ensure the R2R project activities associated with the development of a marine managed areas within the four coastal R2R project districts are delivered. This includes working directly with and providing logistical support (e.g. training capacity skills transfer) to the LMMA international consultant to implement a LMMA network and to educate the communities to understand and implement long term sustainable management of the nation's marine and coastal resources and human activities that affect them. The importance of the
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	communities understanding, acceptance and working with the R2R project goals is paramount to the long term success.
<b>Duties and Responsibilities:</b>	<i>The LMMA officer's duties are to lead the day to day management and awareness of the R2R LMMA and coastal projects. The position reports directly to the Project Coordinator (PMU) within the DCIE with overall guidance from the international LMMA Advisor. The officer's principal role is to ensure logistical and on the ground understanding and awareness of the R2R project is acknowledged by the R2R communities and the successful implementation on project activities. Collection of information for the review of the Fisheries Act, the development of the LMMA network framework and district management plans, assist in the collection of fisheries data and ensure community awareness/participation in all areas project work. It is envisaged the officer will spend considerable time directly interacting with the R2R communities and organising stakeholder workshops, meeting and information exchange. The officer will also provide training and capacity building skills to DCIE government counter parts and interested community individuals and groups within the R2R project sites. The training programme needs to be practical, adaptive and suitable to the needs and requirements of the Nauru government and individual departments and divisions. The LMMA officer skills and capacity will be developed through information exchange and skills transfer on the job.</i>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Relevant qualification in marine science, fisheries , science or related discipline.</li> <li>➤ Minimum of 3 years plus working experience in the area of expertise;</li> <li>➤ Proven experience conducting field assessments.</li> <li>➤ Familiarity with the specific projects technical, social and environmental areas;</li> <li>➤ Experience working with the government, NGOs, CBOs, schools and other community groups;</li> <li>➤ Experience mobilizing community members for development projects and activities;</li> <li>➤ Good verbal and written English and Nauruan skills;</li> <li>➤ Nauru citizen.</li> </ul>
<b>Duration:</b>	<i>The position is full time for the duration of the project (48 Months). The annual salary package is US\$15,000 (weekly salary of US\$288) with a total cost of US\$60,000. The continuity of services during will be crucial for the project's success.</i>

### **3. Fisheries Data Collection Officers**

<b>Background:</b>	The fisheries data collection officers will work full time and will be hired from each of the four marine project sites associated with the R2R project to work with community fishers to collect catch, effort and morphological (weight/length) data on fish caught associated with the R2R livelihood intervention project (FAD's and canoes). The officers will work directly with NFMRA staff under the guidance of the international fisheries biologist. Data collected and analyses will provide scientific evidence that fishing
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	pressure on inshore fish resources can or cannot be reduced by reallocating fishing pressure to offshore fish species through the use of FAD's and access to fish (e.g. canoes).
<b>Duties and Responsibilities:</b>	<i>The fisheries officer's duties are to lead the day to day data collection, management and awareness of the R2R fisheries catch data and fisheries management projects. The position's report directly to PMU and DCIE with overall guidance from the international fisheries biologist and staff at NFMRA. The officer's principal role is to ensure logistical and on the ground Catch Per Unit Effort data is collected and recorded for all fisherman in each of the four marine districts utilising the R2R livelihood intervention of FADs (inshore and offshore) and canoes to allow the international fisheries biologist to provide scientific based assessment of pressure on coastal resource stocks. The officers are also tasked with ensuing the communities have a full understanding and awareness of the R2R project and are, especially fishers supportive of the R2R project work. The officer will also provide training and capacity building skills to interested community individuals and fishers within the R2R project sites. The training programme needs to be practical, adaptive and suitable to the needs and requirements of the Nauru government and individual departments and divisions. The LMMA officer skills and capacity will be developed through information exchange and skills transfer on the job.</i>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Familiarity with community fishers and fishing techniques and fin fish species,</li> <li>➤ Familiarity with the social and environmental context of the community;</li> <li>➤ Experience working with the government, NGOs, CBOs, and other partners in the area;</li> <li>➤ Experience mobilizing community members for development projects and activities;</li> <li>➤ Ability to collect and manage data; and</li> <li>➤ Good verbal and written English and Nauruan skills.</li> </ul>
<b>Duration:</b>	<i>The positions are full time for the duration of the project (48 Months). The annual salary package for one position is US\$4,500 (weekly salary of US\$86.50) with a total cost for 4 years is US\$18,000. The total cost for four officers annually is US\$18,000 and US\$72,000 for four years. The continuity of services during will be crucial for the project's success.</i>

### **5. Agriculture Officer**

<b>Background:</b>	The Agriculture Officer will work full time on the R2R project and will work directly with the DoA of DCIE staff and the PMU to ensure the R2R project activities associated with the development of all agricultural components within the five R2R project districts are delivered. This includes working directly with and providing logistical support (e.g. training capacity skills transfer) to the various international consultants who will finalise a number of agricultural policies, framework and management plans. The position is to educate the communities to understand and implement long term
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	sustainable management of the nation's terrestrial systems. The importance of the communities understanding, acceptance, and working with the R2R project goals is paramount to the long term success.
<b>Duties and Responsibilities:</b>	<i>The Agriculture officer's duties are to lead the day to day management and awareness of the R2R terrestrial projects associated with the five R2R project districts. The position reports directly to Project coordinator of the PMU within DCIE and works directly with staff at the Division of Agriculture. The officer's principal role is to ensure logistical and on the ground understanding and awareness of the R2R project is acknowledged by the R2R communities and the successful implementation of project activities which includes the successful development and implementation of food and root crops and solid waste management systems within the project districts. Collection of information for the review of the biophysical, demographic and socio-economic assessment of the project districts, information pertaining to the development of a land use plan and the identification of locations for the implementation of the soil and water conservation measures and drought and salt tolerant food crops to be implement for each district, assist in the location selection and community participation associated with waste water treatment pilot site. The Agriculture officer will spend considerable time directly interacting with the R2R communities. The officer will also provide training and capacity building skills to DCIE government counter parts and interested community individuals and groups within the R2R project sites. The training programme needs to be practical, adaptive and suitable to the needs and requirements of the Nauru government and individual departments and divisions. The agriculture officer skills and capacity will be developed through information exchange and skills transfer on the job.</i>
<b>Selection Criteria:</b>	<ul style="list-style-type: none"> <li>➤ Relevant qualification in agricultural and/or horticulture science, botany ,general science or related discipline.</li> <li>➤ Minimum of 3 years plus working experience in the area of expertise;</li> <li>➤ Proven experience conducting field assessments,</li> <li>➤ Familiarity with the specific projects technical, social and environmental areas;</li> <li>➤ Experience working with the government, NGOs, CBOs, schools and other community groups;</li> <li>➤ Experience mobilizing community members for development projects and activities;</li> <li>➤ Good verbal and written English and Nauruan skills;</li> <li>➤ Nauru citizen.</li> </ul>
<b>Duration:</b>	<i>The position is full time for the duration of the project (48 Months). The annual salary package is US\$15,000 (weekly salary of US\$288) with a total cost of US\$60,000. The continuity of services during will be crucial for the project's success.</i>
<b>6. Bye laws Lawyer Officer</b>	
<b>Background:</b>	<i>Nauru requires a review of the nation's bye laws associated with</i>

	<p><i>regulations for communities to manage their marine, coastal and inland water body resources and thus requires a skilled local professional fisheries Lawyer to review, amend, discuss with government and community stakeholders to finalise. This information will need to be undertaken after the nations Fisheries Act is completed and will contribute to providing additional legal baseline information for the sustainable development and management of the nation's inshore fisheries resources.</i></p>
<p><b>Duties and Responsibilities:</b></p>	<p><i>A Fisheries Lawyer is to be contracted to review, amend, develop and finalise a draft of the community based and/or district LMMA/fisheries management bye laws associated with the 5 R2R project districts through consultation with key government, community, and private sector stakeholder. The consultant will lead this task which will include formal workshop and information gathering exercise. The consultant will work specifically with NFMRA and key Nauru government agencies associated with national laws.</i></p>
<p><b>Selection Criteria:</b></p>	<ul style="list-style-type: none"> <li>➤ Tertiary qualification with a Law Degree specialising in fisheries, environment and/or resources law</li> <li>➤ Minimum of 5 years plus working experience in the area of expertise;</li> <li>➤ Fluent written and oral communication in English;</li> <li>➤ Strong time-management, organizational and inter-personal skills;</li> <li>➤ Excellent computer knowledge (Word, Excel, Power Point, etc).</li> </ul>
<p><b>Duration:</b></p>	<p><i>The consultant position is part time for a total duration of 50 working days (10 days allocated for each of the five R2R project sites/districts). Total indicative funds allocated for this consultancy is US15,000. The consultancy is expected to be undertaken either in the first or second year of the R2R project.</i></p>

**ANNEX 10: GEF Tracking Tools – BD/IW/LD**  
(Refer to separated excel files attached)