



Republic of Liberia  
ENVIRONMENTAL PROTECTION AGENCY (EPA)  
4th Street, Sinkor  
1000 Monrovia, 10 Liberia



Consultancy for the Harmonization of NBSAP documents and policy gaps analysis in alignment with the Global Biodiversity Framework

## **Project title: National Biodiversity Strategy and Action Plan-Revision Project**

<b>Job title:</b>	National Firm/Individual to conduct Harmonization of NBSAP documents, policy gaps analysis in alignment with the Global Biodiversity Framework, Gender and youth mainstreaming strategies, development of manual and implementation plan
<b>Project ID:</b>	N/A
<b>Project activity:</b>	N/A
<b>Procuring Entity:</b>	Environmental Protection Agency of Liberia (EPA)
<b>Project Location:</b>	Monrovia, Liberia
<b>Deadline of Application:</b>	<b>May 30, 2025 @ 23:59 hours (GMT)</b>

### **1. Introduction:**

In December 2022, 196 countries gathered in Montreal, Canada, for the 15th Conference of the Parties (COP15) to the Convention on Biological Diversity (CBD), marking a historic turning point in global efforts to address biodiversity loss. The adoption of the **Kunming-Montreal Global Biodiversity Framework (GBF)** ushered in an ambitious and transformative agenda to halt and reverse biodiversity decline by 2030. The framework outlines 23 global targets and four overarching goals, ranging from ecosystem restoration and sustainable resource use to equitable benefit-sharing and closing the biodiversity financing gap. Crucially, it establishes a robust monitoring framework, a roadmap for national implementation, and strategies for mobilizing resources to achieve these objectives.



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The GBF serves as a universal blueprint for nations to realign their policies, governance systems, and conservation strategies with the urgent need to protect Earth's life-support systems. For countries like Liberia—home to globally significant biodiversity, including vast tracts of Upper Guinean rainforests and endemic species—the GBF presents both a responsibility and an opportunity. Liberia's rich natural capital underpins its climate resilience, livelihoods, and sustainable development aspirations. Aligning national priorities with the GBF is not merely a compliance exercise but a strategic imperative to safeguard ecosystems, secure community well-being, and foster nature-positive economic growth.

Liberia has already taken critical steps toward this alignment. The country has revised its **national targets in alignment with the GBF**, ensuring that national ambitions resonate with global commitments. Additionally, Liberia has developed three core documents to operationalize its NBSAP: an **Implementation Plan** detailing actionable steps, a **Monitoring and Evaluation (M&E) Plan** to track progress, and a **Communication Plan** to engage stakeholders and amplify impact. These documents lay the groundwork for coordinated action across sectors. However, to maximize efficiency, avoid fragmentation, and ensure seamless execution, there is a pressing need to harmonize these plans into a single, cohesive strategy.

To advance this agenda, the **Environmental Protection Agency (EPA) of Liberia** is launching this Expression of Interest (EOI) to engage a consultant for a two-month assignment. The consultant will undertake two interconnected pillars of work:

**Key Task**

- Integrate Liberia's National Biodiversity Strategy and Action Plan (NBSAP) Implementation Plan, Monitoring Plan, and Communication Plan into a single streamlined document that aligns with the Global Biodiversity Framework (GBF) and ensures clarity, coherence, and ease of execution for stakeholders.
- Compile a comprehensive inventory of national and subnational policies, laws, and programs (past and current) directly or indirectly linked to biodiversity conservation and sustainable development.
- Map each policy to the relevant goals, targets, and indicators of the Global Biodiversity Framework (GBF) (e.g., Target 3 on protected areas, Target 9 on sustainable resource use).
- Conduct a critical analysis to identify gaps where policies fail to address GBF objectives (e.g., insufficient integration of Indigenous knowledge, lack of incentives for nature-positive economies).
- Evaluate the effectiveness of policy implementation mechanisms (e.g., enforcement, funding, institutional coordination) and their impact on biodiversity outcomes.



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- Development of gender and youth mainstreaming strategies, manual development and implementation strategies.
- Development of strategy and plan on Biodiversity policy alignment with agriculture, mining and or the extractive industry to make the process sustainable (global Target 18-GBF);

**Deliverable**

- Consolidated NBSAP Document including the three key documents.
- A gap analysis report with prioritized discrepancies (e.g., legal vs. practical implementation, missing safeguards).
- Case studies/examples of international best practices to address identified gaps.
- A structured database/spreadsheet of policies with summaries, GBF alignment status, and sectoral linkages.
- A preliminary report highlighting overlaps, contradictions, and synergies between policies.

**Qualification Requirements for the Consultant**

To effectively deliver on the key tasks and deliverables outlined, the consultant(s) must demonstrate the following qualifications and expertise:

- Advanced degree in environmental policy, biodiversity conservation, sustainable development, environmental law, public administration, or a related field.
- Minimum 5 years of proven experience in biodiversity policy development, environmental governance, or aligning national strategies with global frameworks (e.g., CBD, SDGs, GBF).
- In-depth knowledge of the Kunming-Montreal Global Biodiversity Framework (GBF), including its goals, targets, and monitoring indicators.
- Proven ability to harmonize complex policy documents into streamlined, user-friendly frameworks, with examples of past work (e.g., merging multi-sectoral plans or strategies).
- Experience conducting policy inventories and gap analyses for biodiversity conservation, sustainable development, or related sectors (e.g., forestry, climate action).
- Strong analytical skills to evaluate policy implementation mechanisms (funding, enforcement, institutional coordination) and their impacts on biodiversity outcomes.
- Understanding of Liberia's environmental and socio-economic context, including its biodiversity hotspots (e.g., Upper Guinean forests), legal frameworks, and key institutions (e.g., EPA, Forestry Development Authority).
- Experience working in West Africa or similar contexts on biodiversity or sustainable development projects, with awareness of challenges such as community rights, land tenure, and Indigenous knowledge systems.
- Familiarity with Liberia's existing policies related to biodiversity, climate change, and sustainable development (e.g., National Climate Change Policy, Land Rights Act).



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- Extensive experience in the development of gender and youth mainstreaming strategies, development of training manual and implementation strategies of gender and youth mainstreaming etc.....

**Additional Requirements**

- Fluency in English (written and spoken) is mandatory.
- Ability to work under tight deadlines and deliver phased outputs within the 2-month timeframe.
- Commitment to gender-responsive and inclusive approaches, ensuring marginalized groups (e.g., Indigenous peoples, local communities) are considered in policy recommendations.

All expressions of interest must be delivered by email to the address below, **before or on 30 May 2025 @ 23:59 hours** (GMT). Please indicate in the subject line **“Consultancy for the Harmonization of NBSAP documents and policy gaps analysis in alignment with the Global Biodiversity Framework”**. Any submission received after the above deadline will not be considered. Only bidders that meet the requirements as outlined will be considered for evaluation. **Eligibility criteria and the selection procedure shall be in accordance with EPA’s procurement policy.**

**Pscee T. Doe**

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**Officer in Charge, Procurement**

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