

Request for Proposals

Title: Final Evaluation of “Development of Whale Shark-Based Marine Protected Area (MPA) and Local Community Livelihoods in Saleh Bay, Indonesia

RFP No: 019/V/11/2026

Date of Issuance: 12 June 2026

1. Background

Konservasi Indonesia (KI) is implementing the project titled:

“Development of Whale Shark-Based Marine Protected Area (MPA) and Local Community Livelihoods in Saleh Bay, Indonesia.”

This project aims to:

- Strengthen marine conservation through establishment and management of MPA
- Protect whale shark habitat and associated biodiversity
- Improve sustainable livelihoods of local communities

At the end of the project implementation period, KI intends to conduct a **final evaluation** to assess:

- Project performance against objectives
- Effectiveness, efficiency, and sustainability
- Impact on conservation outcomes and livelihoods
- Lessons learned and recommendations for future programming

2. Project Overview

The objective of this consultancy is to:

- Conduct a comprehensive final evaluation of the project
- Assess achievements against project targets and indicators
- Evaluate relevance, effectiveness, efficiency, impact, and sustainability
- Provide actionable recommendations for program improvement and scaling

3. Terms of Reference, Deliverables and Deliverables Schedule (See Attachment 2 for details ToR)

The Consultant shall perform, but not be limited to, the following tasks:

3.1 Review of Project Documents

- Review project proposal, log frame, reports, and monitoring data
- Analyze baseline and endline data (if available)

3.2 Evaluation Design

- Develop evaluation framework and methodology
- Prepare data collection tools (interviews, surveys, FGDs)

3.3 Data Collection

- Conduct field visits to Saleh Bay
- Consult with stakeholders:
 - KI project team
 - Government agencies
 - Local communities and beneficiaries
 - Partner organizations

3.4 Analysis

- Assess:
 - Relevance of project design
 - Effectiveness in achieving objectives



- Efficiency in resource utilization
- Impact on biodiversity and livelihoods
- Sustainability of interventions

3.5 Reporting

- Compile findings and conclusions
- Provide strategic and operational recommendations

3.6 Deliverables and schedule

Activity	Timeline
Inception Report	Within 2 weeks of contract signing
Fieldwork and data collection	Within 4-6 weeks
Interim presentation	Within 8-9 weeks
Draft evaluation report	Within 10 weeks of contract signing
Validation workshop	Following submission of the draft
Final report	Within 2 weeks after validation

4. Submission Details

- a. **Deadline.** Proposals must be received no later than **26 June 2026, 17:00 WIB**. Late submissions will not be accepted. Proposals must be submitted via email to procurementKI@konservasi-id.org. All proposals are to be submitted following the guidelines listed in this RFP.
- b. **Validity of bid.** 120 days from the submission deadline
- c. **Clarifications.** Questions may be submitted to procurementKI@konservasi-id.org; by the specified date and time in the timeline below. The subject of the email must contain the RFP number and title of the RFP. KI will respond in writing to submitted clarifications by the date specified in the timeline below. Responses to questions that may be of common interest to all bidders will be posted to the KI website and/or communicated via email.
- d. **Amendments.** At any time prior to the deadline for submission of proposals, KI may, for any reason, modify the RFP documents by amendment which will be posted to the KI website and/or communicated via email.

5. Minimum Requirements

The Consultant (individual or firm) should meet the following:

- Advanced degree in marine science, environmental management, development studies, or related field
- Minimum [5] years of experience in program evaluation
- Proven experience in:
 - Marine conservation / MPAs
 - Community-based livelihood programs
- Strong analytical and report writing skills
- Experience working in Indonesia (preferably in coastal/marine contexts)
- Fluency in English (Bahasa Indonesia preferred)

6. Proposal Documents to Include

- a. Signed cover page on bidder's letterhead with the bidder's contact information.
- b. Signed Representation of Transparency, Integrity, Environmental and Social Responsibility (Attachment 1)
- c. Technical Proposal.
 - i. Corporate Capabilities, Experience, Past Performance, and 3 client references. Please include descriptions of similar projects or assignments and at least three client references.
 - ii. Qualifications of Key Personnel. Please attach CVs that demonstrate how the team proposed meets the minimum requirements listed in section 5 (Minimum Requirements).
 - iii. Technical Approach, Methodology and Detailed Work Plan. The Technical Proposal should describe in detail how the bidder intends to carry out the requirements described in the Terms of Reference (Attachment 2).
- d. Financial Proposal. Offerors shall use the cost proposal template (Attachment 3).

- 7. Evaluation Criteria** In evaluating proposals, KI will seek the best value for money considering the merits of the technical and costs proposals. Proposals will be evaluated using the following criteria:

Evaluation Criteria	Score (out of 100)
Quality of technical proposal and understanding of the TOR and project context (Demonstrates clear understanding of MPA establishment processes, governance challenges, and evaluation objectives)	25%/ Max points
Relevance and depth of prior evaluation experience (Experience applying OECD-DAC criteria; background in marine conservation, environmental governance, or protected area management preferred)	25%/ Max points
Soundness of proposed methodology and evaluation design (Includes sampling strategy, data collection tools, and analytical framework; ability to assess regulatory compliance and sustainability pathways)	25%/ Max points
Team composition, qualifications, and field capacity (Expertise in evaluation, marine/environmental sectors, and gender equality and social inclusion (GESI); presence or ability to operate in relevant locations)	15%/ Max points
Financial proposal (value for money and budget transparency) - Clear and justified cost structure aligned with scope of work	10%/ Max points

8. Proposal Timeline

RFP Issued	12 June 2026
Clarifications submitted to KI	17-18 June 2026
Clarifications provided to known bidders	19 June 2026
Complete proposals due to KI	26 June 2026
Final selection	1-3 July 2026

- 9. Resulting Award** KI anticipates entering into an agreement with the selected bidder by 7-10 July 2026. Any resulting agreement will be subject to the terms and conditions of KI's Services Agreement. A model form of agreement can be provided upon request.

This RFP does not obligate KI to execute a contract, nor does it commit KI to pay any costs incurred in the preparation or submission of the proposals. Furthermore, KI reserves the right to reject any and all offers, if such action is considered to be in the best interest of KI. KI will, in its sole discretion, select the winning proposal and is not obligated to share individual evaluation results.

- 10. Confidentiality** All proprietary information provided by the bidder shall be treated as confidential and will not be shared with potential or actual applicants during the solicitation process. This includes but is not limited to price quotations, cost proposals and technical proposals. KI may, but is not obliged to, post procurement awards on its public website after the solicitation process has concluded, and the contract has been awarded. KI's evaluation results are confidential and applicant scoring will not be shared among bidders.

- 11. Code of Ethics** All Offerors are expected to exercise the highest standards of conduct in preparing, submitting and if selected, eventually carrying out the specified work in accordance with KI's Code of Ethics [for GCF-funded projects only, add: "and the Green Climate Fund's Policy on Prohibited Practices"]. Konservasi Indonesia's reputation derives from our commitment to our values: Integrity, Respect, Courage, Optimism, Passion and Teamwork. KI's Code of Ethics (the "Code") provides guidance to KI employees, service providers, experts, interns, and volunteers in living KI's core values, and outlines minimum standards for ethical conduct which all parties must adhere to. Any violation of the Code of Ethics, as well as concerns regarding the integrity of the procurement process and documents should be reported to KI via its Ethics Hotline at www.ci.ethicspoint.com.

12. Attachments:

Attachment 1: Representation of Transparency, Integrity, Environmental and Social Responsibility

Attachment 2: Terms of Reference

Attachment 3: Cost Proposal Template

Attachment 1: Representation of Transparency, Integrity, Environmental and Social Responsibility

RFP No. 019/V/11/2026

UEI Number (if applicable):

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KI relies on the personal integrity, good judgment and common sense of all third parties acting on behalf, or providing services to the organization, to deal with issues not expressly addressed by the Code or as noted below.

I. With respect to KI's Code of Ethics, we certify:

- a. We understand and accept that KI, its contractual partners, grantees and other parties with whom we work are expected to commit to the highest standards of Transparency, Fairness, and Integrity in procurement.

II. With respect to social and environmental standards, we certify:

- a. We are committed to high standards of ethics and integrity and compliance with all applicable laws across our operations, including prohibition of actions that facilitate trafficking in persons, child labor, forced labor, sexual abuse, exploitation or harassment. We respect internationally proclaimed human rights and take no action that contributes to the infringement of human rights. We protect those who are most vulnerable to infringements of their rights and the ecosystems that sustain them.
- b. We fully respect and enforce the environmental and social standards recognized by the international community, including the fundamental conventions of International Labour Organization (ILO) and international conventions for the protection of the environment, in line with the laws and regulations applicable to the country where the contract is to be performed.

III. With respect to our eligibility and professional conduct, we certify:

- a. We are not and none of our affiliates [members, employees, contractors, subcontractors, and consultants] are in a state of bankruptcy, liquidation, legal settlement, termination of activity, or guilty of grave professional misconduct as determined by a regulatory body responsible for licensing and/or regulating the offeror's business
- b. We have not and will not engage in criminal or fraudulent acts. By a final judgment, we were not convicted in the last five years for offenses such as fraud or corruption, money laundering or professional misconduct.
- c. We are/were not involved in writing or recommending the terms of reference for this solicitation document.



- d.** We have not engaged in any collusion or price fixing with other offerors.
- e.** We have not made promises, offers, or grants, directly or indirectly to any KI employees involved in this procurement, or to any government official in relation to the contract to be performed, with the intention of unduly influencing a decision or receiving an improper advantage.
- f.** We have taken no action nor will we take any action to limit or restrict access of other companies, organizations or individuals to participate in the competitive bidding process launched by KI.
- g.** We have fulfilled our obligations relating to the payment of social security contributions or taxes in accordance with the legal provisions of the country where the contract is to be performed.
- h.** We have not provided, and will take all reasonable steps to ensure that we do not and will not knowingly provide, material support or resources to any individual or entity that commits, attempts to commit, advocates, facilitates, or participates in terrorist acts, or has committed, attempted to commit, facilitate, or participated in terrorist acts, and we are compliant with all applicable Counter-Terrorist Financing and Anti-Money Laundering laws (including USA Patriot Act and U.S. Executive Order 13224).
- i.** We certify that neither we nor our directors, officers, key employees or beneficial owners are included in any list of financial or economic sanctions, debarment or suspension adopted by the United States, United Nations, the European Union, the World Bank, or General Services Administration's List of Parties Excluded from Federal Procurement or Non-procurement programs in accordance with E.O.s 12549 and 12689, "Debarment and Suspension".

Name: _____

Signature: _____

Title: _____

Date: _____

Attachment 2: Terms of Reference

Term of Reference
**Final Evaluation of “Development of Whale Shark-Based Marine
Protected Area (MPA) and Local Community Livelihoods in Saleh Bay,
Indonesia.**

Introduction

The “Development of Whale Shark-Based Marine Protected Area (MPA) and Local Community Livelihoods in Saleh Bay, Indonesia” project is implemented under the Fonds Equipes France – FEF in partnership with the Ministry for Europe and Foreign Affairs (MEAE) and Yayasan Konservasi Cakrawala Indonesia (YKCI). The project aims to establish the first designated MPA in Saleh Bay, Sumbawa, covering approximately 69,550 hectares and protecting 59% of the whale shark’s critical habitat. This initiative contributes to global and national biodiversity conservation goals by promoting sustainable marine management, protecting endangered species, and enhancing the socio-economic well-being of local communities.

The project seeks to ensure the long-term conservation of whale sharks (*Rhincodon typus*) and their habitats through improved governance, scientific research, and community-based management. It also integrates ecotourism development, youth engagement, and gender equality as central strategies to foster local ownership and sustainability. By the end of the project, local authorities are expected to have the technical and institutional capacity to manage the MPA effectively, supported by sustainable financing mechanisms and strengthened community participation.

The project is implemented within a complex ecological and governance context. Whale sharks exhibit highly mobile and transboundary migration patterns, frequently moving beyond national jurisdictions into largely unprotected areas where they face increased exposure to fishing pressure and other human-induced threats. At the local level, these vulnerabilities are compounded by ongoing pressures within Saleh Bay. Evidence from 34 joint patrols conducted between April and September 2024 indicates that, while most fishers comply with regulations, destructive practices, such as compressor fishing, and suspected illegal activities continue to occur intermittently. Market observations further suggest the persistence of fish sourced through harmful methods.¹

These challenges are situated within Indonesia’s broader marine conservation agenda. Indonesia has expanded its Marine Protected Area (MPA) network to more than 28 million hectares and continues to pursue further expansion as part of its national biodiversity strategy and its commitment to the global 30x30 target. However, national efforts have historically prioritized expansion in coverage over management effectiveness, with only a proportion of MPAs considered

¹ Fisheries Progress, *Brief Updates on Combating Destructive Fishing and Unsustainable Fishing Practices in Saleh Bay, Indonesia (May–October 2024)* (2024)
https://fisheryprogress.org/sites/default/files/documents_actions/Summary%20Brief%20Updates%20on%20Combating%20Unsustainable%20Fishing%20Practices%20in%20Saleh%20Bay.pdf accessed 28 May 2026

effectively managed.² In this context, strengthening both the establishment and effective management of MPAs such as Saleh Bay is critical.

Since its inception, the project has implemented various activities, ranging from ecological assessments and community awareness programs to livelihood training and institutional capacity building. The initiative was designed to directly benefit 961 individuals, including local government officials, youth champions, community members, and local tour guides. In addition, more than 600 community members benefit indirectly through outreach and awareness activities.

Currently, the main whale shark aggregation in Saleh Bay has not yet been formally designated as a Marine Protected Area (MPA). The project therefore operates within a pre-designation context, focusing on preparatory processes such as scientific assessments, zoning development, and stakeholder engagement. This has implications for the evaluation, particularly in assessing impact and sustainability, as final legal recognition depends on government processes beyond the sole control of the project.

In line with FEF's accountability and learning objectives, this final evaluation will assess the project's overall performance, achievements, and lessons learned during implementation period from May 2024 to August 2026. The evaluation will be guided by the Development Assistance Committee (DAC) of the Organization for Economic Co-operation and Development (OECD)'s Development Evaluation Criteria, including relevance, coherence, effectiveness, efficiency, impact, and sustainability, and will integrate cross-cutting considerations such as gender equality, youth empowerment, and community participation. The findings will provide evidence-based recommendations to inform future marine conservation programming and policy dialogue in Indonesia and the broader Indo-Pacific region.

This Terms of Reference (ToR) sets out the purpose, scope, methodology, and key deliverables of the Final Evaluation of the "Development of Whale Shark-Based Marine Protected Area and Local Community Livelihoods in Saleh Bay, Indonesia" project. It serves as a guiding framework for the evaluation team to ensure a comprehensive, evidence-based, and participatory assessment of project results, implementation processes, and long-term sustainability.

Objective of the evaluation

The final evaluation aims to provide an independent and comprehensive assessment of the *Development of Whale Shark-Based Marine Protected Area and Local Community Livelihoods in Saleh Bay, Indonesia* project's overall performance, achievements, and contribution to marine conservation and community well-being. The evaluation will assess both the results achieved and the processes implemented, with a focus on learning and accountability for the project partners and the donor.

² Muhammad Syukri, M Sulton Mawardi, Lia Amelia, Annabel Noor Asyah and Made Anthony Iswara, *Balancing Conservation and Community Welfare: Enhancing the Management of Marine Protected Areas in Indonesia* (Research Paper No 308, Agence Française de Développement and The SMERU Research Institute, January 2024) https://smeru.or.id/sites/default/files/publication/enhancing_the_management_of_marine_protected_areas_in_indonesia.pdf accessed 28 May 2026.

Specifically, the evaluation will:

1. Assess the project's relevance

The evaluation will examine the alignment of project objectives with national and local priorities for marine biodiversity conservation, community livelihoods, and gender equality, as well as with the strategic priorities of the FEF and MEAE.

2. Review coherence and complementarity

The evaluation will assess the degree to which the project complemented and reinforced related initiatives, partnerships, and government frameworks for marine conservation and sustainable development.

3. Evaluate effectiveness and efficiency

The evaluation will analyze the extent to which planned activities and outputs and outcomes have been delivered, assess resource utilization, and determine whether the project's implementation modalities were appropriate and cost-effective.

4. Examine (potential) impact and sustainability

The evaluation will examine early or potential longer-term effects, such as signs of improved ecosystem management, stakeholder ownership, and the likelihood that these results can be sustained after project completion.

5. Analyze cross-cutting dimensions

The evaluation evaluates the integration of gender equality, youth empowerment, and community participation across project design, implementation, and results, as well as the inclusiveness of training and livelihood activities.

6. Draw lessons and formulate recommendations

The evaluation identifies good practices, challenges, and lessons learned to inform future FEF-supported interventions and broader marine conservation efforts in Indonesia and the Indo-Pacific region.

The project key indicators

The project's progress and achievements are assessed against the following key indicators, structured around its three main components. These indicators collectively measure the project's contribution to the protection of whale shark habitats, strengthening local institutional capacity, and enhancement of community engagement and sustainable livelihoods in Saleh Bay, Sumbawa. The project has already established its key indicators, consisting of: (1) achievement indicators that refer to the goods and services delivered by KI as the implementing partner; (2) result indicators that capture the short- and medium-term effects on direct beneficiaries; and (3) impact indicators. This evaluation focuses on assessing the achievement and result indicators, while also providing an indication of the project's prospects for achieving the intended impact.

Component 1: Enhance Protection, Conservation, and Improvement of the Critical Habitat of Whale Sharks in Saleh Bay

- Achievement Indicator:
 - A.1.1. In year 1, confirm project target stakeholders and engagement methods are identified, including an assessment of embedded social dynamics, power imbalances, and gender dimensions, resulting in a project
 - A.1.2. By end of year 1, Baseline data on ecological, threat, socio-economic (including gender), cost-benefit, and safeguard dimensions are available for Saleh Bay.
 - A.1.3. By end of Year 2, KI and its partners have supported the local government in allocating and designing a MPA for whale shark conservation, informed by evidence gathered during Year 1 (see A1.2), with a drafted formalized zoning and management plan.

- Result Indicators:
 - A1.1. At the end of the project: all project activities are guided by the *Stakeholder and Gender Action Plan*.
 - A.1.2. At the end of the project, evidence-based scientific monitoring directly informs MPA management decisions.
 - A.1.3. At the end of the project, the local government agreed to the formal structure and format of the new MPA.

- Impact Indicator:
 - One year after project completion, more than 50% of whale shark's core habitat is under formal MPA protection.

Component 2: Strengthen Institutional Capacity for Effective MPA Management

Key Indicators:

- Achievement Indicators:
 - A2.1. By the end of project, the project has developed a roadmap for viable sustainable MPA financing options shared with governments.
 - A2.2. By the end of the project, a dedicated space has been equipped as knowledge platform for whale sharks and their conservation at the office of MPA management unit, targeting community members and tourists of Saleh Bay.

- Result Indicators:
 - A2.1. By end of the project, the MPA management unit and other relevant authorities have improved knowledge of viable sustainable NPA financing options.



- A2.2. By the end of the project, the information and learning center for whale sharks exists in Saleh Bay and has been visited by at least 200 people, with visitors showing 90% satisfaction.
- Impact Indicators:
 - A2.1. For the entire component, the MPA management unit and relevant authorities are knowledgeable of viable sustainable MPA financing options.
 - A2.2. For the entire component, the information and learning center for whale sharks in Saleh Bay is visited regularly by community members.

Component 3: Enhance Local Community Engagement in Whale Shark Conservation and Sustainable Livelihoods

Key Indicators:

- Achievement Indicators:
 - A.3.1. In year 1, based on the stakeholder engagement and gender action plan, conduct 6 community-based outreach activities targeting at least 100 community members each (600 total, aiming at 50% women) 200 people (community members, government, including at least 74 women) participate in MPA 101 training with 90% satisfaction rate of the training.
 - A.3.2. At the end of the project 10 local youth (50% female) will have been fully embedded in the ongoing whale shark population monitoring, jointly carried out by KI and the government with 90% being satisfied with the opportunity provided.
 - A.3.3. At the end of the project, 50 local tour operator guides have received training in sustainable tourism practices (90% satisfaction rate) with 100% receiving full certification.
 - A.3.4. By the end of the project, an incentive scheme for implementing sustainable tourism practices and citizen science is developed and in place.
 - A.3.5. By the end of the project, 100 community members (50% women) have been introduced to and trained in viable community-based and whale shark–friendly livelihood options , with 90% participants being satisfied with the event and 20 people across two communities (Sumbawa and Dompu) receiving intensive assistance and sub-grants in selected livelihood options (10 per community/50% women) with 80 reporting improved knowledge and skills post training.
- Result Indicators:
 - A3.1: At the end of the project, 600 community members (50% women) have 60% increased awareness of conservation related activities, and 200 people (community members, government staff including at least 74 women) have 60% increased knowledge of MPAs post-training.



- A3.2: At the end of the project, 80% of youth report directly benefiting from, and feeling empowered by, joining the whale shark monitoring activities.
- A3.3: At the end of the project, 50 local tour operator guides have knowledge, skills and commitment to sustainable tourism practices through certification and conservation agreements.
- A3.4: At the end of the project, there is a 50% increase of local tour operators' compliance and participation in sustainable tourism practices and citizen science inputs. (Baseline: TBC at project start)
- A3.5: At the end of the project, 100 community members report increased knowledge and skills in community-based livelihoods, and 20 community members adopted one of the introduced livelihood options.
- Impact Indicators:
 - A3.1: For the entire component, 800 people have increased awareness or knowledge on conservation or MPA related activities. one year after the end of the project, 50% of community members with increased awareness of conservation related activities have retained their awareness; 30% of people with increased knowledge of MPAs have retained their knowledge.
 - A3.2: For the entire component, 10 local youth (50% female) are empowered through whale shark population. monitoring activities one year after the end of the project, the youth community has become a part of the ongoing co-monitoring efforts between the community and the government.
 - A3.3: For the entire component, 50 local tour operator guides are knowledgeable and committed to sustainable tourism practices. one year after the end of the project, 80% local tour operator guides report retaining their knowledge and skills in sustainable tourism practices.
 - A3.4: For the entire component, one year after the end of the project, 50% of active local tour operators in Saleh Bay comply with the incentives scheme in sustainable tourism practices.
 - A3.5: For the entire component, 100 community members are knowledgeable and skilled in community-based livelihoods, and 20 community members adopt one of the introduced livelihood options.

The evaluation criteria

The evaluation will follow the six criteria developed by the OECD Development Assistance Committee (OECD-DAC): Relevance, Coherence, Effectiveness, Efficiency, Impact, and Sustainability.

These criteria provide a normative framework used to determine the merit or worth of a development intervention (policy, strategy, programme, project, or activity). They support consistent, high-quality evaluations and guide evaluators in making evidence-based judgments.

The criteria can be viewed as complementary lenses, offering different but interrelated perspectives that together provide a holistic understanding of an intervention logic, implementation, and results. They also encourage evaluators — and implementers — to reflect critically on the relevance, coherence, performance, and sustainability of the intervention.

Below are the six criteria and guiding questions adapted to the Development of a Marine Protected Area in Saleh Bay, Indonesia project.

Criteria	Key Evaluation Questions
1. Relevance	<p>1.1. To what extent does the project address the needs and priorities of communities for marine conservation and livelihoods?</p> <p>1.2. To what extent are the project approaches and tools appropriate to local capacities and gender dynamics?</p> <p>1.3. To what extent do gender and inclusion need explicitly considered during design?</p>
2. Coherence	<p>2.1 Is the project aligned with FEF/ KI strategies and Indonesia's marine (and gender policies)?</p> <p>2.2 Has the project effectively coordinated with provincial and local agencies, tourism associations, NGOs, and other related stakeholders?</p> <p>2.3 Does the project show internal consistency between gender, biodiversity, and livelihoods?</p>
3. Effectiveness	<p>3.1 To what extent does the project achieve output and outcomes (MPA established, SOPs, trained staff, community awareness)</p> <p>3.2 To what extent has the project contributed to advancing the formal establishment of the MPA in Saleh Bay?</p> <p>3.2.1 What key steps toward formal designation have been completed (e.g., scientific assessments, zoning plans, stakeholder consultations, draft management plans)?</p> <p>3.2.2 What gaps remain in the process toward legal recognition?</p> <p>3.3 To what extent do the project's outputs comply with national regulatory and technical requirements for MPA establishment in Indonesia?</p> <p>3.3.1 Do the zoning and management plans meet required standards?</p>



	<p>3.3.2 Are governance arrangements, stakeholder consultations, and spatial definitions aligned with national guidelines/standards/requirements?</p> <p>3.4 What factors have contributed to or hindered the achievement of these results (e.g., institutional coordination, resource availability, community participation, or external environmental or policy factors)?</p> <p>3.5 To what extent does the project strengthen multi-stakeholder collaboration for MPA management?</p> <p>3.6 To what extent does training and outreach improve participant knowledge/behavior?</p> <p>3.7 To what extent does the project achieve gender equality and women’s empowerment results?</p> <p>3.8 To what extent women/youth gained greater access to decision-making or income?</p>
<p>4. Efficiency</p>	<p>4.1 Have resources (financial, human, technical, and time) been allocated and utilized strategically and efficiently to achieve expected results?</p> <p>4.2 Were risks identified and mitigated effectively?</p>
<p>5. Impact</p>	<p>5.1 To what extent has the project demonstrated early or potential improvements in the management and protection of whale shark habitats and associated marine ecosystems in Saleh Bay that could lead to long-term conservation impact?</p> <p>5.2 To what extent have project interventions generated initial or potential livelihood and socio-economic benefits among local communities, particularly through strengthened skills, diversified income opportunities, and engagement in sustainable tourism or whale-shark-friendly enterprises?</p> <p>5.3 To what extent has the project contributed to early signs of women’s leadership, participation, and recognition in conservation, tourism, and livelihood of decision-making processes that may support long-term gender equality outcomes?</p>
<p>6. Sustainability</p>	<p>6.1 To what extent are institutional arrangements in place to ensure the continuation of project results beyond the project duration?</p> <p>6.2 What is the likelihood that the proposed MPA will be formally designated by the Government of Indonesia, and within what timeframe?</p>



	<p>6.3 To what extent have local stakeholders taken ownership of project processes and outcomes?</p> <p>6.4 Are systems in place to sustain ecological and social results post-project?</p> <p>6.5 Have women's and youth engagement generated long-term empowerment and intergenerational learning?</p> <p>6.6 What financial mechanisms (e.g., ecotourism fees, trust funds) are planned to support the MPA after 2026?</p> <p>6.7 What external risks may affect the sustainability of project results (e.g., policy changes, environmental pressures, economic incentives), and how prepared are stakeholders to manage them?</p>
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Evaluation Methods

The evaluation will primarily apply qualitative approaches, complemented where appropriate by quantitative or disaggregated data. Data will be analyzed and presented by gender, location, and other relevant variables, ensuring alignment with the project's indicators and results framework.

Data collection methods will include:

1. Document Review

Analysis of project design documents, progress and activity reports, training records, pre- and post-test results, and other relevant documentation to assess progress against planned outputs and outcomes. The evaluation will also include a **review of relevant national regulatory frameworks and technical guidelines for MPA establishment**, to assess the compliance and adequacy of project outputs.

2. Focus Group Discussions (FGDs)

Group discussions with selected community members, including fishers, women's groups, youth, tourism operators, and local authorities. Each FGD will consist of approximately 6–10 participants, with efforts to ensure balanced gender representation (target: at least 50% women where feasible) and inclusion of marginalized groups. A semi-structured FGD guide will be used to explore perceptions, experiences, and observed behavioral changes.

3. Key Informant Interviews (KIIs)

In-depth interviews with key stakeholders, including representatives from Konservasi Indonesia (KI), government agencies, community leaders, tourism operators, and partner organizations, to obtain qualitative evidence on project effectiveness, coordination, and sustainability. Efforts will be made to ensure gender-balanced representation among key informants, including the inclusion of women in leadership and community roles. Interviews will follow a semi-structured guide that integrates gender-sensitive questions to capture differential experiences, access, and benefits between women and men.

Sampling Strategy and Data Analysis

A purposive sampling approach will be applied to ensure representation across key stakeholder groups and roles in the project. Sample size will be determined based on stakeholder mapping and data saturation principles.

Qualitative data from FGDs and KIs will be analyzed using thematic analysis, combining deductive coding based on evaluation questions with inductive identification of emerging themes. Quantitative data (e.g. pre- and post-test results) will be analyzed using descriptive statistics to assess changes in knowledge and capacity. Triangulation across data sources will be applied to strengthen the validity of findings.

Consultant Scope of Work

The consultant will be responsible for designing and conducting the evaluation in close coordination with KI and FEF. The work will include both desk-based analysis and field-level verification in Saleh Bay and other relevant sites. The tasks of the consultant will include, but not be limited to, the following:

1. Inception Phase

- Review all key project documents (project proposal, implementation framework, progress reports, training records, gender action plan, and other relevant documents).
- Develop an Inception Report detailing the evaluation methodology, tools, sampling strategy, data collection plan, and evaluation matrix (including GEDSI-sensitive indicators).
- Present and validate the proposed approach with KI and FEF prior to fieldwork.

2. Data Collection and Analysis

- Conduct field missions to Saleh Bay and relevant project locations to gather qualitative and quantitative data.
- Engage with key stakeholders through interviews, focus group discussions (FGDs).
- Analyze project performance against the logical framework and agreed indicators, disaggregated by gender, age, and social group.
- Assess institutional capacity, community engagement, and financial sustainability aspects.

3. Reporting and Validation

- Prepare a Draft Evaluation Report summarizing key findings, conclusions, and recommendations.
- Present preliminary results in a validation workshop with project partners and stakeholders to ensure factual accuracy and shared understanding.
- Incorporate feedback and submit a Final Evaluation Report that includes:

- Executive summary (max. 5 pages)
- Evaluation methodology
- Main findings and analysis (per OECD-DAC criteria)
- Assessment of gender integration and results
- Lessons learned and actionable recommendations
- Annexes (**risk Analysis**, data collection tools, list of stakeholders consulted, bibliography, etc.)

4. Deliverables and Timeline

Activity	Timeline
Inception Report	Within 2 weeks of contract signing
Fieldwork and data collection	Within 4-6 weeks
Interim presentation	Within 8-9 weeks
Draft evaluation report	Within 10 weeks of contract signing
Validation workshop	Following submission of the draft
Final report	Within 2 weeks after validation

The consultant will work under the overall guidance of Sri Aryani for KI and Florine Maurel for the French Embassy, ensuring full compliance with FEF's evaluation standards and ethical principles, including confidentiality, informed consent, and cultural sensitivity.

IX. Selection Criteria

Evaluation Criteria	Weight	Notes
Quality of technical proposal and understanding of the TOR and project context	25%	Demonstrates clear understanding of MPA establishment processes, governance challenges, and evaluation objectives
Relevance and depth of prior evaluation experience	25%	Experience applying OECD-DAC criteria; background in marine conservation, environmental governance, or protected area management preferred
Soundness of proposed methodology and evaluation design	25%	Includes sampling strategy, data collection tools, and analytical framework; ability to assess regulatory compliance and sustainability pathways
Team composition, qualifications, and field capacity	15%	Expertise in evaluation, marine/environmental sectors, and gender equality and social inclusion (GESI); presence or ability to operate in relevant locations
Financial proposal (value for money and budget transparency)	10%	Clear and justified cost structure aligned with scope of work



All applicants must declare any actual or potential conflicts of interest. Preference will be given to independent evaluators with no prior involvement in the project's design or implementation. Women are encouraged to apply.

Attachment 3: Cost Proposal Template

The cost proposal must be all-inclusive of profit, fees or taxes. Additional costs cannot be included after award, and revisions to proposed costs may not be made after submission unless expressly requested by CI should the offerors proposal be accepted. Nevertheless, for the purpose of the proposal, Offerors must provide a detailed budget showing major expense line items. Offers must show unit prices, quantities, and total price. All items, services, etc. must be clearly labeled and included in the total offered price. All cost information must be expressed in [IDR].

If selected, Offeror shall use its best efforts to minimize the financing of any taxes on goods and services, or the importation, manufacture, procurement or supply thereof. If Offeror is eligible to apply for refunds on taxes paid, Offeror shall do so. Any tax savings should be reflected in the total cost.

Cost Breakdown by Deliverable

Deliverable	Price (Lump Sum, All Inclusive)
Insert deliverable 1 from Section 3 or attached TOR	
Insert deliverable 2 from Section 3 or attached TOR	
Insert deliverable 3 from Section 3 or attached TOR	
Insert deliverable 4 from Section 3 or attached TOR	
Insert deliverable 5 from Section 3 or attached TOR	

Cost Breakdown by Cost Component (example only)

Description	Unit of measure (day, month etc)	Total period of engagement	Unit cost/rate	Total Cost for the Period
Consultant 1				
Consultant 2				
Sub-total Personnel				
Travel Costs (if applicable)				
Other related Costs (please specify)				
Total Cost of Financial Proposal				