

Zoological Society of London

Wildlife Monitoring Specialist ("Consultant") - Request for Proposals (RfP)

January 2023

1. BACKGROUND

The Zoological Society of London (ZSL)*, a charity founded in 1826, is a world-renowned centre of excellence for conservation science and applied conservation, working in over 50 countries around the world. ZSL's [Monitoring & Technology Programme](#) (MTP), a joint initiative between the Society's Conservation & Policy department and Institute of Zoology, is a team of scientists, technologists, and field experts, who work to reverse biodiversity loss by enabling effective monitoring for conservation, through research, innovation, and capacity development

[Rewilding Europe](#) was founded in 2011 with the [mission](#) of making Europe a wilder place for the benefit of nature and people, and now supports rewilding – broadly defined as a conservation approach that seeks to restore the structural and functional complexity of degraded ecosystems while gradually reducing human influence – in 10 diverse landscapes throughout the continent. These landscapes aim to showcase rewilding as a practical means for simultaneously bending the curve of biodiversity loss and addressing societal challenges, like climate change.

Supporting recovery of wildlife is a core component of Rewilding Europe's work in these landscapes, through activities such as legal protection, conflict mitigation, wildlife corridor creation, and species reintroductions. In tandem, robust wildlife monitoring is essential to track whether populations are recovering as expected, inform management activities, detect emerging socio-ecological risks, and, critically, to evaluate rewilding's broader potential to bring about self-organizing, self-sustaining, ecologically complex ecosystems.

To that end, ZSL's Monitoring & Technology Programme has been collaborating with Rewilding Europe to enhance its wildlife monitoring efforts since 2020. Preliminary work has focused on training and technical support for monitoring of carnivore and herbivore populations in two trial landscapes, the Velebit Mountains in Croatia and the Rhodope Mountains in Bulgaria, using a combination of camera trapping and computer vision and citizen science analytical techniques.

This only represents the start of what is possible and necessary to monitor wildlife recovery rigorously and efficiently throughout Rewilding Europe's landscapes. Opportunities exist to improve monitoring in rewilding sites further, drawing on a range of data collection and analytical methods and recent advances in species monitoring science and technology. Crucially, Rewilding Europe's approach to wildlife monitoring needs to be scalable across diverse projects and landscapes, sustainable for the long term, concordant with available resources and capacity, and integrated with monitoring of impacts on non-wildlife dimensions (e.g., habitats, ecological functions), while enabling clear communication of evidence to the wider rewilding community.

2. REQUIREMENT

ZSL is seeking a Consultant to support MTP's work with Rewilding Europe, focusing, primarily, on (1) leading development of a wildlife monitoring framework to guide species monitoring across

*The Zoological Society of London is a charity registered in England and Wales: no. 208728.

Rewilding Europe's landscapes, and (2) providing training and technical support for initial roll-out of the framework in selected landscapes.

Key activities include:

- undertaking a comprehensive review and evaluation of existing wildlife monitoring activities, datasets, and objectives across all 10 Rewilding Europe landscapes;
- conducting a review of relevant monitoring methods and tools, and evaluating with respect to Rewilding Europe's needs and capacity;
- establishing an integrated, scalable, wildlife monitoring framework for all landscapes, which enables Rewilding Europe to efficiently and robustly monitor progress against expected outcomes for the long term, including a theory of change, key indicators, and a monitoring plan describing methods and tools for measuring these indicators;
- developing standardized survey designs and protocols applicable across Rewilding Europe's sites and projects;
- providing basic training in survey techniques, methods, and analysis to Rewilding Europe staff and partners in selected sites;
- identifying opportunities to engage citizen scientists in monitoring efforts; and
- providing general technical support to MTP monitoring projects.

The term of the consultancy, which will be subject to a ZSL Consultancy Services form of appointment, will be eleven months commencing in February 2023.

The budget for the consultancy is £23,000, which we estimate will equate to approximately six months of the Consultant's time over the term of the consultancy.

Actual days and hours of work will be agreed between the parties and may vary over the term of the consultancy. The Consultant will be expected to display such flexibility as is necessary to accommodate such variation.

Details of the Deliverables associated with the consultancy are given in Appendix A.

The Consultant:

- may be either home-based or work from ZSL's offices in Regent's Park, London;
- will be required to travel to Rewilding Europe's head office in the Netherlands and field sites across Europe to collaborate with and provide training to staff and partners;
- may occasionally be asked to support meetings outside of normal office hours (i.e. early in the morning or late in the evening), depending on the time zones of meeting participants, and over weekends if required; and
- should have access to a computer and sufficient internet capacity to participate fully in online video meetings.

3. QUALIFICATIONS

Education

- Advanced degree in a relevant discipline (e.g., ecology, conservation science)

Experience

- Researching wildlife occurrence, abundance, demography, or behaviour, ideally of [taxa relevant to Rewilding Europe landscapes](#)
- Planning and implementing species monitoring programmes, including developing survey protocols

- Designing monitoring and evaluation plans for conservation projects, including developing theories of change, and defining outcome indicators
- Using a range of methods and technologies for collecting biodiversity data, such as camera trapping, passive acoustic monitoring, direct count techniques, Unoccupied Aerial Vehicles-based imagery, and eDNA methods
- Using advanced methods for making inferences and predictions from biodiversity monitoring data, including machine learning and statistical approaches, and for managing large datasets
- Producing technical reports or scientific papers
- Delivering training and producing technical guidance
- Facilitating workshops and meetings

4. PROPOSALS

Responses to this RfP (“Proposals”) are to be sent by email (subject line “**MTP Wildlife Monitoring Specialist Consultant**”) to Anthony Dancer, MTP Programme Manager at anthony.dancer@zsl.org by midnight GMT, Sunday 12th February 2023.

It is your responsibility as Proposer to ensure that your Proposal is received no later than the stated time/date and ZSL is under no obligation to consider late Proposals.

Proposals are to include:

- a CV;
- a covering letter stating why you are interested in the opportunity and specifying how you meet the requirements (e.g. in terms of qualifications and experience);
- a technical and financial offer (no more than two pages) detailing proposed fees^{i, ii, iii, iv & v} covering all aspects of the services (in GBP), office arrangements, and details of how you will provide the Deliverables. You should highlight past experience or achievements as evidence of your ability to fulfil the duties; and
- the names and contact details of two referees for which you have delivered services or undertaken work, preferably relating to the content of this RfP.

(NOTE:

- All applicable taxes must be shown clearly and separately.
- The Consultant will be responsible for all registration, taxes and other payments and deductions as required in their country of residence.
- Fees will remain fixed for the duration of the appointment.
- Reasonable expenses incurred in the course of delivering the contract, such as travel, will be reimbursed in accordance with ZSL policy.
- Payment will be made on receipt of invoices, which are to be submitted monthly in arrears to the MTP Programme Manager, reporting against each of the agreed Deliverables.)

5. PROPOSAL EVALUATION

The Proposal will be evaluated using the following criteria and weightings:

Evaluation Criteria	Weighting
Qualifications and experience of the Consultant	40%
Fee (overall cost)	10%
Demonstrated understanding of scope of work and suggested approach to project	50%

Shortlisted Proposers will be invited for interview, and we regret that we will not be able to contact those not selected.

6. GENERAL

Confidentiality

All documents issued as part of the RfP process remain the property of ZSL and the information contained herein is confidential.

Except as required for the preparation of a Proposal, Proposers must not, without ZSL's prior written consent, disclose to any third party any of the contents of the RfP documents. Proposers must ensure that their employees, consultants, and agents also are bound and comply with this condition of confidentiality.

Proposers' responses will be held in the strictest confidence, and all decisions regarding the selection of a Proposer and all negotiations will be final and confidential.

Enquiries

Enquiries regarding this RfP should be addressed to Anthony Dancer at anthony.dancer@zsl.org

Acceptance

A Proposal will not be deemed to have been accepted unless and until ZSL has formally signed the appointment agreement.

DELIVERABLES

- Review of existing wildlife monitoring activities, datasets, and objectives across all 10 Rewilding Europe landscapes.
- Evaluation of relevant monitoring methods and tools.
- Wildlife monitoring framework for Rewilding Europe landscapes, including a theory of change, key indicators, and a monitoring plan describing methods and tools for measuring these indicators.
- Standardized survey designs and protocols applicable across Rewilding Europe's sites and projects.
- Basic training in survey techniques, methods, and analysis for Rewilding Europe staff and partners in selected sites.
- Support delivery of MTP monitoring projects.