



TERMS OF REFERENCE FOR CONSULTANCY TO FACILITATE THE DEVELOPMENT, DATA COLLECTION, ANALYSIS, DRAFTING AND EDITING THE GENERAL MANAGEMENT PLAN FOR RWENZORI MOUNTAINS NATIONAL PARK (2027 – 3037)

AND

THE DEVELOPMENT OF RMNP RESOURCE MOBILIZATION STRATEGY

July 2025

1. BACKGROUND

Uganda Wildlife Authority (UWA) is a semi-autonomous statutory body established in 1996 by an Act of Parliament through a merger of the former Uganda National Parks and the then Game Department. Section 6(1)(a) of the Uganda Wildlife Act 2019 mandates UWA to "ensure the sustainable management of wildlife conservation areas". In addition, there are international laws and conventions to which Uganda is a signatory and UWA as an implementing agency. General management plans (GMPs) for specific protected areas guide site specific management actions on a day-to-day basis. The GMP are implemented through the Annual Operations Plans (AOP).

2. RWENZORI MOUNTAINS NATIONAL PARK

Rwenzori Mountains National Park (RMNP) is about 995 sq. km, and is located in the four districts of Kasese, Kabarole, Ntoroko and Bundibugyo, which are found in western Uganda and borders the Democratic Republic of Congo (DRC). The RMNP is one of the largest and most important water catchment areas in western Uganda. The mountain ecosystem is of global importance as a world heritage site and is habitat to several endemic, endangered, threatened and rare species of the Albertine rift, some of them with restricted ranges.

From the sixties, the mountain ecosystem got increasingly threatened by the demands of a

growing population. Cultivation of steeper land below the protected area boundary continued to cause serious soil erosion. Based on the above issues. This led to gazetting it as a National Park in 1991. Later in 2009, Rwenzori Mountains National Park was designated as a World Heritage Site and RAMSAR site.

The Park presents different conservation values that include Habitat for the rare, endangered and endemic plant and animal species, a water catchment area, Climate amelioration- Carbon sink values, spectacular snow and glaciers, recreation, scientific research and education, rich and diverse cultural values associated with the Mountain (sacred sites and ancient settlements). These conservation values interlink with the landscapes outside the RMNP. The rivers for example provide multiple uses near and far down streams. This demands sustainable RMNP management and hence General Management Plan as well as a strategy for resource mobilization.

3. RWENZORI MOUNTAINS NATIONAL PARK GENERAL MANAGEMENT PLAN (RMNP GMP)

In respect of the conservation value of the park and Section 6(1)(f) of the Uganda Wildlife Act, 2019, Chapter 315, UWA is mandated to "establish and implement management plans for wildlife conservation areas and for wildlife populations outside wildlife conservation areas". The current GMP of 2016-2026 expires in 2026. With funds from Hempel foundation, WWF-UCO will contribute to the process of development RMNP GMP.

The process will go through the following steps:

1. Initiation meeting
2. Planning Team orientation
3. Field reconnaissance
4. Stakeholder consultations
5. Proposal generation
6. Drafting of the GMP
7. Presentation of the draft GMP to stakeholders
8. Costing the GMP proposals
9. Monitoring and evaluation framework
10. Presentation of the Draft to Senior Management Team (SMT)
11. Presentation of the Draft to Top Management Team (TMM)
12. Presentation of the draft to the board of Trustees (BoT)
13. Final editing, Designing, Printing and dissemination

4. THE ASSIGNMENT

4.1. Purpose

The purpose of the consultancy is to facilitate development of the GMP, collect data, analyze it and write-up/edit the draft GMP for the Rwenzori Mountains National Park

(RMNP) in liaison with the planning team and UWA planning unit. The work of the consultant is meant to enhance the efforts of the planning team so that the resulting outputs are of high quality having had an input from an external expert. This is in fulfilment of the Board of Trustees desire to have external input in the development of key UWA documents. The consultancy will also develop a resource mobilization strategy as standalone but synergistically linked to the GMP.

The Planning Unit will lead the process while the consultant will facilitate discussions and consultations including capturing data and undertaking additional research to ensure high quality of the resulting GMP and its associated Resource Mobilization Strategy.

4.2. 4.2 Scope

The consultant is expected to work with the UWA planning unit to facilitate development of the GMP and its accompanying resource mobilization strategy, collect and analyze data and information for the GMP. He/she is also expected to edit the GMP to standard before the planning unit takes it up through the approval processes.

A Resource Mobilization strategy for RMNP will be developed in addition to GMP, as a standalone document. This will include identifying various funding sources, developing targeted fundraising plans, and establishing strong relationships with stakeholders. The strategy will include the following among other things: Executive summary, Situation Analysis, goals and objectives, Resource Mobilization Strategies, Implementation Plan, M&E, Communication and Marketing Plan, Sustainability Plan and Annexes such as donor lists, etc)

4.3. 4.3 Methodology

The assignment will involve field work and desk work activities as well as accompanying the planning teams in the field and planned workshops.

4.4. 4.4 Desired skills, experience and competence

- a) Essential academic background of the consultant: Master's degree qualifications in Environment & Natural Resources, Forestry, Wildlife management, or Botany/Zoology.
- b) Business Development Skills/ competences and previous experience developing resource mobilization strategies
- c) Desired knowledge and experience in tourism development, Community development, environmental management and Policy analysis.
- d) Proven individual experience in handling similar assignments
- e) The consultant should have a proven record of solid analytical and conceptual skills, and ability to think creatively and meet deadlines.
- f) The consultant with ability to use up to date technology including GIS/RS and therefore able to synthesize large data shall be preferred.

4.5. 4.5 Deliverables

The consultant is expected to:

- a) Submit an inception report five days after signing the contract detailing how the assignment will be undertaken, aware that the UWA Planning Unit shall take lead in the development process.
- b) Submit a detailed reconnaissance report for the PA containing data collected after field work.
- c) Submit a detailed stakeholder consultation report conducted for the PA
- d) Submit a draft GMP and Resource Mobilization Plan after analysis and after the planning team has owned the GMP
- e) Submit a final hard copy and a soft copy of the approved GMP document after the planning team has presented the document through the approving authorities.

4.6. 4.6 Duration of the assignment

The assignment will be undertaken between August 2025 and May 2026. It is expected that the consultant will work with the planning unit to define activity milestones during the inception phase subject to initial proposals from the consultant.

4.7. 4.7 Budget and payment schedule

The quotation for the assignment should cover Field Transport, consultant accommodation costs and other foreseeable operational costs as well as professional fees. The table below shows the payment schedule.

Upon submission of the final inception report	Pay 20%
Upon submission of a detailed report containing data after field reconnaissance and stakeholder consultations	Pay 40%
Upon submission of a detailed draft GMP ready to undergo approval steps	Pay 20%
Final payment upon submission of a soft copy of the final approved GMP document	Pay 20%

5. SUBMISSION PROCEDURE

Consultants who wish to express their interest in undertaking the prescribed assignment are requested to send applications by **5:00pm on Thursday, July/31st/2025** as follows:

- (i) A technical and financial proposal (by email to procurement@wwfuganda.org clearly marked "Technical Proposal and Financial Proposal") containing:
 - (a) An understanding and interpretation of the TORs.
 - (b) Methodology to be used in undertaking the assignment.

- (c) Evidence of relevant experience and at least two samples of products related to the assignment.
- (e) Curriculum vitae of the consultant to undertake the assignment plus relevant copies of key certificates.
- (d) A financial containing the Consultant's daily rates and other assignment costs in Uganda Shillings.

6. REPORTING

The Consultant(s) shall report to the Executive Director-UWA through the Planning Unit at UWA headquarters with copies to WWF-Uganda Country Director, through the WWF - UCO Forest and Biodiversity Coordinator and Wildlife and Protected Areas Manager.