



TERMS OF REFERENCE

Eradication Leader

Type of Contract	Individual Consultant
Position	Eradication Leader
Language	English (required)
Duration	15 weeks <ul style="list-style-type: none"> · 8-10 weeks (eradication) · 5 weeks (pre and post eradication report submission)
Location	Antigua and Barbuda
Date of Issue	10 February 2020
Application Deadline	29 February 2020
Instructions	<p>Submit the following to eagantigua@gmail.com with the subject line as “Application for Eradication Leader”:</p> <ul style="list-style-type: none"> · A curriculum vitae indicating experience with similar projects · Name and contact details for 3 references <p>Questions prior to submission of documents may be sent to eagantigua@gmail.com Attn: OICP Coordinator</p>

About the EAG (Environmental Awareness Group)

The Environmental Awareness Group (EAG) is a voluntary, not-for-profit, non- governmental organization (NGO) in Antigua & Barbuda. EAG aims to collaborate with agencies, communities and individuals to protect and manage our living and non-living natural resources in a sustainable and ecologically responsible manner, through education, training and conservation activities, for the benefit of present and future generations of Antigua & Barbuda.

The EAG, through partnership with a range of organisations, has coordinated the removal of invasive alien species (IAS) from approximately sixteen (16) of the country’s offshore islands, including Redonda.

Background

The EAG has been contracted by the Department of the Environment, under the GEF project “Preventing COSTS of Invasive Alien Species (IAS) in Barbados and the OECS Countries”, to undertake the completion of Component 2 of the project in Antigua and Barbuda. Component 2 focuses on the control and management of IAS (invasive alien species) impacts. Critical to this, therefore, is the eradication and/or improved control of IAS impacting globally significant biodiversity, thereby reducing threats to key species. The eradication will take place on Green Island and Smith Island, two offshore islands of Antigua and Barbuda.

This component will include eradication and control of IAS that are already present on specific sites, and protection measures for sites of high conservation value. The restoration of ecosystems during and after removing an IAS is of major importance in preventing new invasions, hence appropriate measures and techniques have been identified and documented in pilot project documents.

The primary goal of this pilot project is to advance biodiversity conservation on four islands and islets that support many of Antigua & Barbuda's most endangered wildlife. The target islands range from Green Island— one of the more attractive and popular offshore islands for tourism and recreation— to Redonda— the country's most rugged and least accessible island. The project will eradicate primarily black rats, which are frequently identified with catastrophic declines of birds on islands, from Green Island and Smith Island by baiting the islands in predetermined square grids.

The Eradication Leader will help guide the execution of an island-wide rat eradication on two offshore islands (Green Island, and Smith Island) as well as guide an eradication plan for rat eradications on additional islands, and produce a final report on the Green and Smith Islands rat eradications.

Consultancy Objectives

The objectives of this consultancy are:

1. To develop an eradication plan for Green and Smith Islands, informed by existing feasibility plans (Smith and Green Is) and previous eradication plans (Green Is)
2. To coordinate and implement an eradication of rats from Green Island and Smith Island. Black rats are the primary focus of this eradication, however there have been small numbers of chickens and goats recently recorded on Green Island whose removal will also be required under this consultancy.
3. To recommend biosecurity protocols to limit the possibility of reinvasion of rats on Green Island and Smith Island.
4. To recommend biosecurity protocols for other offshore islands within the OICP remit.

General responsibilities:

The Eradication Leader will be responsible for the development and implementation of the eradication of black rats from Green Island and Smith Island. The Eradication Leader will work closely with the Offshore Islands Conservation Programme (OICP) Coordinator, along with the EAG, the Department of Environment, the landowners, and other key local stakeholders, as well as Fauna & Flora International (FFI).

Specific responsibilities

Implementation of the black rat eradication:

- Develop operational plans for Green Is and Smith Is.
- Assist in the selection of 6 to 10 personnel to implement the rat eradication, and train them in the agreed methods in accordance with the Operational Plan.
- Direct, supervise and assist the daily activities of the field team to implement the rat eradication.
- Co-ordinate the involvement of local volunteers and provide full training in the techniques to be used.
- Ensure project equipment is kept in safe working condition.

- Provide regular verbal or written progress reports from the field and ensure any problems or operational changes are promptly reported to the OICP Coordinator.
- Monitor bait uptake and verify, as far as reasonable, that the rat population has been destroyed.
- Implement post-eradication monitoring measures as detailed in the Operational Plan.

Other Duties:

- Present and discuss the rat eradication with local stakeholders and the media, in accordance with advice from the Environmental Awareness Group and OICP.

Outputs / Deliverables:

- A final operational plan for Green Is and Smith Is.
- A final technical report on the eradication of rats from Green Island and Smith Island detailing the methods and results, and highlighting any notable problems, solutions and lessons learned.
- A report on recommended biosecurity measures for Green Island and Smith Island.

Specifications/ Qualifications of the Consultancy

The individual consultant should possess the following:

- Technical and field experience in leading previous successful eradications on small islands
- Experience interfacing with multiple stakeholders (government, landowners, communities, etc.)
- Technical drafting skills
- Ability to work in tropical conditions
- A good grasp of the English Language

Proposed Payment Schedule

20% upon signing of contract

50% upon completion of field work

30% upon submission of final reports