

Toledo Institute for Development and Environment
[TIDE]
Grant agreement No. BZ – KfW FIII - 006 - 2024

**Invitation to submit a proposal to develop a Systematic
Threat Assessment for the Sapodilla Caye Marine
Reserve.**

September, 2025

TERMS OF REFERENCE

1. Background

The Mesoamerican Reef Fund, Inc. (MAR Fund) and Toledo Institute for Development and Environment (TIDE) have entered into a Grant Agreement under the project: *Enhancing Protection and Conservation of Commercial Species, Coral Reefs, and Fish Spawning Aggregation Sites in Sapodilla Cayes Marine Reserve, Belize* with the objective of increasing protection and biodiversity conservation of commercial species, coral reefs, and legally established FSAs within Sapodilla Caye Marine Reserve (SCMR) including Elbow and Cayman Crown. KfW has been involved in the conservation of the Mesoamerican Reef on behalf of the German Federal Government since 2010 as part of its cooperation with the Mesoamerican Reef Fund (MAR Fund) to protect the natural resources of the world's largest transboundary coral reef and promote sustainable use. (MAR Fund 2016).

The Sapodilla Cayes Marine Reserve (SCMR) is the most southern of the marine protected areas in Belize and encapsulates the southernmost tip of the Belize Barrier Reef. It lies in the general area of N16 6 32.9, W88 16 10.4 and is an integral part of the Belize Barrier Reef Reserve System (BBRRS), inscribed as a UNESCO World Heritage Site in 1996.10. (SCMR management plan 2023)

The expanded marine reserve covers an area of 321,623.5 acres (approximately 130,156 ha) and contains fourteen palm-fringed sand or mangrove cayes, fringe reefs, natural lagoons, and key spawning aggregation sites (SPAGs). It is one of the 17 barrier reef regions that compose the Mesoamerican Reef System that is home to more than 65 species of stony coral, 350 species of molluscs and more than 500 species of fish. (SCMR management plan 2023).

With the significant expansion of the Sapodilla Cayes Marine reserve from 38,595 acres to 321,623.5 acres which includes a large portion of the Cayman Crown, a resilient coral reef ecosystem, there is an urgent need for the Toledo Institute for Development and Environment [TIDE], a new co-manager of SCMR to seek significant funding for investment in infrastructure, urgent resource protection, research and monitoring and sustainable management and to provide socio-economic opportunities for primary users to increase management effectiveness of this world heritage site.

The Sapodilla Cayes Marine Reserve, plays a critical role in conserving biodiversity, supporting fisheries, sustaining livelihoods, and providing ecosystem services. However, the marine reserve faces increasing pressures from climate change, unsustainable fishing, coastal development, pollution, and other human activities, including safety risks to the enforcement and science teams. It is crucial for TIDE to identify, analyse and evaluate current and potential risks to the organization and be proactive in systematically gathering data, assessing vulnerabilities, and determining the likelihood and impact of these threats.. By understanding risks early, TIDE can have

the necessary safeguards in place to prevent incidents before they occur and ensure that systems, policies, and teams are ready to respond effectively, if and when threats occur.

This project intends to enhance TIDE's preparedness to anticipate and plan for threats that impact the effective management of the SCMR. The assessment will provide evidence based insights for allocating resources, designing policies, and adapting operations, if and, when necessary. It is intended to reduce vulnerability to the marine resources, enhance safety and security and build resilience by adapting and recovering from previous disruptions. It is important to demonstrate to staff, partners, communities, and funders that risks are understood and responsibly managed.

2. Objective: Over a period of 6 months, conduct a systematic threat assessment of management of the Sapodilla Cayes Marine Reserve, identifying, categorizing and prioritizing threats to biodiversity, ecosystem health, and human well-being and assessing the drivers, likelihood and impacts of threats. Provide actionable recommendations, management responses and mitigation strategies.

3. Consulting activities

- 3.1** Review existing information (management plans, biodiversity assessments, climate data, socio-economic studies, policies, etc.).
- 3.2** Identify and classify threats (ecological, social, economic, and governance-related), considering both local and global drivers.
- 3.3** Assess likelihood and impacts of threats using standardized frameworks (e.g., IUCN-CMP Threats Classification, risk matrices).
- 3.4** Conduct stakeholder consultations with fisheries departments, Belize Coast Guard, the Ministry of National Security, Ministry of Foreign Affairs, reserve managers, local leaders, NGOs, and regional NGO partners to identify threats.

2nd deliverable	Threat Assessment Report (Draft) – detailed analysis of threats, drivers, likelihood, and impacts and Threat Prioritization Matrix – ranked threats with justifications.	10 weeks after signing contract
3rd deliverable	Final Report – incorporating stakeholder feedback and including management recommendations for mitigation, adaptation and monitoring strategies.	12 weeks after signing contract

6. Consultant’s Profile

The consultant or consulting team must possess a combination of relevant qualifications and experiences below:

- 6.1 Advanced degree in marine ecology, conservation biology, environmental management, or related field.
- 6.2 Demonstrated experience in systematic threat/risk assessment in marine or coastal ecosystems in the region.
- 6.3 Familiarity with transboundary conservation and regional environmental governance.
- 6.4 Strong skills in stakeholder engagement and participatory approaches.
- 6.5 GIS and mapping expertise for spatial threat analysis.
- 6.6 Excellent analytical, writing, and communication skills.

7. Travel and Transportation: All travel and transportation costs must be included in the proposal and budget submitted.

8. Payment for the consultancy shall be made upon approval of the deliverables by the Contracting Party and submission of corresponding legal invoices in 3 payments in accordance with the payment schedule below.

Pay-ment No.		Payment %
1	Inception Report (methodology, work plan, consultation plan)	30%
2	Threat Assessment Report (Draft) – detailed analysis of threats, drivers, likelihood, and impacts and Threat Prioritization Matrix – ranked threats with justifications.	40%
3	Final Report – incorporating stakeholder feedback and including management recommendations.	30%
Total		100%

9. Consultancy supervision

The consultant will be supervised by the TIDE Project Coordinator and Program Director.

The consultant shall attend virtual and/or face-to-face meetings to which he/she is summoned for the execution of this consultancy.

The consultancy deliverables will be submitted to the TIDE Project Coordinator and Program Director for review and approval. If improvements are required, the consultant will proceed to make the requested adjustments.

Payment for each product will be made once it has been approved by the TIDE Project Coordinator and Program Director.

In all discussions and comments made *on site*, the consultant shall expressly state that these reflect his/her opinion and not necessarily the position or opinion of the Contracting or Executing Party, or MAR FUND.