Terms of Reference (TOR)

Project Title:	Habitat Conservation and Restoration Plan to Maintain Species Connectivity near Phu Nam Ron, Thailand
Under Project:	Tiger and Prey Recovery in Upper WEFCOM & Landscape Connectivity in Tenasserim Corridor, Thailand
Fund WWF by:	WWF-Germany (40002756 - 410429)

1. General Information

Supervisor: On-iriya Fugthaworn

Period: 1 December 2026 – 30 May 2027

Location of work: Lands in multiple ownership to the south and north of Highway 3229 near Phu Nam Ron, Kanchanaburi Province, Thailand

2. Purpose and Background:

A key component of WWF Thailand's Rewilding Program is to improve landscape connectivity in the Tenasserim Corridor (Corridor) between the Western and Kaeng Krachan Forest Complexes. A critical element of this initiative is to maintain species permeability in and near Highway 3229, a major Thailand-Myanmar transport artery that bisects the Corridor. Linear, agricultural, commercial, and governmental development along Highway 3229 leaves only a few kilometers of remaining forest through which species can move across the highway (Map 1). Forested habitats stretching 20 kilometers or more to the north and south are also fragmented; at that point more intact habitats stretch to the Myanmar border, allowing movement by large mammals and smaller species (This entire area termed "connectivity zone;" Map 2).

This connectivity zone is a clear fracture point within the larger, more intact Corridor. Without careful planning, this last connection will be lost in the coming years, permanently severing wildlife movement to more intact forests to the south and north.



Map 1

3. Project Objectives:

3.1. Assess land tenure and human footprint (population, distribution, roads, and agricultural lands) within the defined area.
3.2. Assess wildlife movement alternatives to the north and south using quantitative means and/or professional judgement.
3.3. Overlay #1 and 2.
3.4. Engage appropriate local, provincial, and national government parties, community leaders and members, and CSOs, and seek input regarding potential conservation opportunities.
3.5. Evaluate habitat conservation opportunities, including land designations (OECM, Non-Hunting Area, Community Forests, etc.) and/or policy commitments by agency land managers (Royal Forest Department, Treasury Department, Military Commands), as well as incentive schemes for community members and businesses holding use rights or full land tenure.
3.6. Identify and prioritize critical habitat patches, bottlenecks, restoration sites, and management zones required to maintain long-term landscape connectivity.
3.7. Develop a 5-Year Habitat Conservation Plan to maintain species permeability over the long term. The Plan will recommend complementary actions by community and government partners, as well as local, national, and international NGOs.

4. Scope of Work / Product or Service Specifications

This assessment will be informed by a high-level investigation of site-specific wildlife crossing opportunities along Highway 3229 conducted in 2024 by the Center for Large Landscape Conservation and WWF Thailand. The premise will be that the three sites identified in that investigation will serve as the actual highway crossing points for wildlife. The assessment will not design site-specific wildlife crossings but will focus on broader conservation planning throughout the larger connectivity zone as depicted in the attachment.

5. Roles and Responsibilities:

5.1. **Assess land tenure and human pressures:** Compile and analyze information on land tenure, population size and distribution, roads, and agricultural land within the defined area.
5.2. **Assess wildlife movement options:** Evaluate potential wildlife movement routes to the north and south using quantitative analysis and/or expert judgment.
5.3. **Integrate spatial assessments:** Overlay land tenure and human footprint data with potential wildlife movement routes to identify conservation opportunities and constraints.
5.4. **Coordinate stakeholder engagement:** Engage relevant local, provincial, and national government agencies, community leaders and members, and civil society organizations to gather input on potential conservation opportunities.
5.5. **Evaluate conservation mechanisms:** Assess suitable habitat conservation options, including OECMs, Non-Hunting Areas, Community Forests, and management commitments by the Royal Forest Department, Treasury Department, and military commands. Explore incentive schemes for communities and businesses holding land-use rights or land ownership.
5.6. **Prioritize areas for conservation and management:** Identify and prioritize critical habitat patches, connectivity bottlenecks, restoration sites, and management zones needed to maintain long-term landscape connectivity.
5.7. **Develop a five-year Habitat Conservation Plan:** Prepare a plan to maintain habitats that allow wildlife to move through the landscape over the long term. Recommend complementary actions and define implementation responsibilities for community and government partners and local, national, and international NGOs.

6. **Deliverables / Expected Outputs:**
   Midterm and final narrative reports outlining recommended approaches for maintaining habitat connectivity within the connectivity zone.
   - Midterm narrative report to be submitted by 30 March.
   - Final narrative report to be submitted on or before 30 May 2027.
   - A final PowerPoint presentation summarizing the report above.
   - A series of maps/GIS output documenting land tenure, secondary roads, communities, and other features or practices impacting wildlife movement.
   - A map(s) documenting efficient wildlife movement routes beginning at the three identified potential wildlife crossings sites along Highway 3229 and through remaining forest cover to the north and south (See Map 2). The consultant will recommend qualitative and/or quantitative approaches to identify and prioritize the most effective corridor routings using professional judgement and appropriate habitat connectivity tools.

7. **Timeline**: 1 December 2026 – 30 May 2027

8. **Payment Terms:**
   - 1st instalment of 50% contract value, will be provided upon signing contract and the invoice is received by World Wide Fund for Nature International: WWF.
   - Final instalment of 50% contract value, will be made within 15th June 2027 after the delivery and acceptance of a comprehensive final report will be delivered on or before 30 May 2027 and the invoice is received by World Wide Fund for Nature International: WWF.

9. **Qualifications and Experience:**
   - A minimum of 15 years of experience in biodiversity and landscape conservation theory and practice.
   - A high level of knowledge and experience related to Thailand common and rare fauna life history, habitat, and movement needs.
   - Ability to engage productively with government agencies, ranging from national (Thailand Department of National Parks, Wildlife, and Plant Conservation, Royal Forest Department, Ministry of Transportation, and appropriate military commands) to Provincial.
   - Ability to engage effectively with local community leaders and members, as well as local CSOs as appropriate.
   - Applicants will be evaluated on the relevance and depth of their experience, with particular emphasis on biodiversity assessment, habitat conservation planning, and connectivity conservation for large mammals in Thailand.

10. **Submission Requirements:**
    - Proposal, workplan and its budget.
    - Quotation
    - CV
    - Commercial Registration Certificate
    - VAT Registration Certificate (Form P.P. 20)
    - A copy of ID card

11. **WWF Support**

Submission Deadline: 20 November 2026

Contact Information: Please submit all application documents

to: oniriyaf@wwf.or.th **Cc:** procurement@wwf.or.th

Email subject line: Apply for the Habitat Conservation and Restoration Plan at Phu Nam Ron, Thailand