

Annex 8

COST BREAKDOWN

Basic Services (as per TOR)

The prices in our Financial Proposal are expressed in: **EURO**

All costs associated with internal travel outside Yerevan, meeting and workshop venues and associated costs, and translation services will be covered by the BSLD project and are not included in this financial proposal.

Our services are offered on a [bidder to tick relevant box]

Lump sum contract	<input checked="" type="checkbox"/>	basis	Time based contract	<input type="checkbox"/>	basis
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SUMMARY	Sum
1. – Foreign staff cost	15035
2. – Local staff cost	-
3. – Allowance and accommodation	3510
Sub-Total – Staff cost	18560
4. - International travel costs	1400
5. – Local travel & transport cost	-
6. – Project office	-
7. – Reports and documents	-
Sub-Total Logistics and transport	1400
Total – Fees, transport and logistics	19945
8. - Equipment cost	-
9. - Miscellaneous cost*	-
Total – Other cost	-
Overall – Fees, Transport, Logistics and Other Cost (net, exclusive of taxes and duties)	19945

Duties and Taxes

Please specify in the contract that the services are provided in Armenia.

Propark Aii Protejate SRL and WWF Armenia agree to provide a certificate of tax residence in order to apply the Convention/Agreement for the avoidance of double taxation.

Overall – Fees, Transport, Logistics and Other Cost (inclusive of taxes and duties)	19945
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Detailed Cost Calculation

Detailed Cost Calculation – Fees, Transport, Logistics				
1. Foreign Staff Cost	Unit	Quantity	Lump sum unit rate	Amount
1.1 Technical coordinator, Protected Area Specialist	day	23	285	6555
1.2 Capacity Building Coordinator	day	32	265	8480
Sub-total Foreign staff				15035
2. Local Staff Cost (incl. allowances and accommodation, see explanation)				
2.1	month	...		
Sub-total Local staff				
3. Allowance, Accommodation, Complementary Travel Costs for Foreign Staff				
3.1 Allowance, accommodation - Long-term staff	month	...		
3.2 Allowance, accommodation - Short-term staff	day	30	117	3510
Sub-total Allowance and accommodation				3510
4. International Travel				
4.1 International return flights (two-way)	flight	4	350	1400
4.2 Complementary travel costs	flight	...		
4.3 other international flights	flight	...		
Sub-Total International flights				1400
5. Local Travel & Transport Cost				
5.1 Vehicle lease/rent or use of own vehicles	month	...		
5.2 Vehicle O&M incl. driver, insurance, repair	month	...		
5.3 Other local transport (short-term, peak)	day	...		
5.4 Local flights	flight	...		
Sub-total Local transport				
6. Project Office				
6.1 Office rent	month	...		
6.2 Office operation	month	...		
Sub-total Project office				
7. Reports and Documents				
7.1 ... (Type of reports/documents to be stated)	/doc	...		
7.2		
Sub-total Reports and documents				
Other Cost – Lump sum unit rate basis	Unit	Quantity	Lum sum unit Rate	Amount
8. Equipment^{†**}				
8.1 Office equipment		
8.2 Project vehicles		
8.2 Other. equip. to be handed over/consumed		
Sub-Total Total Equipment				
Other Cost – Remuneration at actual cost				Provisi onal Amount
9. Miscellaneous Items^{**}				
9.1 Other miscellaneous items/services				
9.2 Security measures				
9.3 General contingencies				
Sub-Total Total Miscellaneous items/services				19945

Annex 9

The Consultant's Bid

Consultancy Services for “Development and delivery of a capacity building and training programme aligned with international standards and best practice for ecopatrol services staff in Armenia”

Offering Entity Propark Arii Protejate SRL (Commercial Arm of Propark Foundation for Protected Areas), hereafter referred to as **Propark**.

Propark offers consultancy service in support of the Government of Armenia in refining the structure and operations of the newly established **Ecopatrol Service (EPS)** to ensure its effectiveness as a **Ranger Service** rather than a purely law enforcement unit. We will work closely with the Ministry of Environment (MoEnv) to align legislation, operational structures, and capacity-building efforts with international best practices, as well as the KfW guidelines for law enforcement in protected areas.

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She is currently working on reviewing the occupational standards for Rangers in Romania, adapting SMART for national adoption, and modifying the register of competencies for protected area

<u>practitioners in the Republic of Moldova. Mara is at the heart of the ambitious Propark project at the Centre of Excellence for Nature (CEN), which aims to develop a comprehensive capacity-building environment for those working in conservation, including experts and stakeholders.</u>	48
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Objectives

- 1.1. Develop a **framework proposal for integration of international ranger competences into Ecopatrol Service structure** to influence alignment with effective protected area and forest management and biodiversity conservation.
- 1.2. Develop a **National Training and Capacity Building Plan** for Ecopatrol Service.
- 1.3. Develop **curricula for a basic training programme** based on recognized Ranger Competencies, ensuring that the EPS personnel are equipped with the necessary competences for PA management activities (protection, biodiversity conservation, community engagement, others).
- 1.4. Support **preparation for the implementation of the basic training programme**.

Scope of work

Develop a framework proposal for integration of international ranger competences into Ecopatrol Service structure to influence alignment with effective protected area and forest management and biodiversity conservation

- Analyse relevant legislation regarding role and existing training structures of Ecopatrol Service (especially in context of KfW Guidelines for Law Enforcement in Protected Areas)
- Conduct consultation with Ecopatrol Service / Ministry of Environment/ WWF Armenia on integration of international ranger competences into Ecopatrol Service structure.
- Analyse the present context for capacity building relevant for the EPS employees.
- Develop a draft framework and plan for strengthening the capacity of Ecopatrol Service for effective protected area and forest protection and biodiversity conservation in line with international best practice.

Develop a national Training and Capacity Building Plan for Ecopatrol Service

- Adapt existing competence registers to the needs of Ecopatrol Service.
- Delivery of workshop on integration of international ranger competences into Ecopatrol Service structure with senior Ecopatrol Service officers and the EPS management team
- Design a national capacity building plan for Ecopatrol Service in a participatory process – including identification of key guidelines and content needed for standard operating procedures.

Develop curricula for a basic training programme

- Conduct a competence needs assessment using the adapted list of competences

- Design a training curriculum and agreed supporting material (selected guidelines/SoP)
- Provide a working session with potential trainers (who would be involved in the proposed training programme) to introduce the curriculum and develop content proposal
- Develop proposal for a training-of-trainers (ToT) program to ensure sustainable capacity-building.
- Delivery of final report including recommendations for continuous improvement in EPS operations and governance based on developed outputs, and experience and results of activity.

Technical proposal

Develop a framework proposal for integration of international ranger competences into Ecopatrol Service structure to influence alignment with effective protected area and forest management and biodiversity conservation

The integration of international ranger competences into the Ecopatrol Service structure aims to enhance the management of protected areas and improve biodiversity conservation efforts.

To create a plan aimed at enhancing the abilities of the Ecopatrol Service, Propark will undertake the following steps

Task 1	Estimated number of days
1.1. Analyse the role and responsibilities of ESP <ul style="list-style-type: none"> • desk-research of the relevant legislation • interviews with ESP, MoEnv, WWF Armenia 	2 (partly covered in the 1 st field visit)
1.2. Analyse existing training structures, training requirements and standards for law enforcement in protected areas <ul style="list-style-type: none"> • existing training programs and capacity-building initiatives offered to EPS employees, • existing on-the-job training, • capacity building provided through projects and/or by external partners • if possible, analysis of the content, methodologies, profile of participant for the capacity building implemented in the last years • interviews with ESP, MoEnv, WWF Armenia 	2 (partly covered in the 1 st field visit)
1.3. Consultation with ESP, MoEnv, WWF Armenia <ul style="list-style-type: none"> • consultation workshop - presenting the international competences for rangers, agree on the integration of those competences into EPS (planning, preparing and facilitating) 	4 (including the workshop during the 1 st field visit)
1.4. Analyse the present context for capacity building relevant for the EPS employees <ul style="list-style-type: none"> • develop questionnaire for interviews and/or surveys for relevant employees • apply the questionnaire through interviews/online surveys to a sample of employees from different responsibilities levels 	5 (including days allocated during the 1 st field visit)

1.5. Develop a draft framework and plan for strengthening the capacity of EPS <ul style="list-style-type: none"> • develop draft proposal • Consultation with relevant stakeholders • Analyse and include comments 	6
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Develop a national Training and Capacity Building Plan for Ecopatrol Service

In the context of increasing environmental challenges and the growing need for sustainable conservation practices, the Ecopatrol Service plays a crucial role for the effective management of protected areas. A well-trained and highly skilled ranger workforce is critical for functional protected areas, hence a competence based approach in building the abilities of rangers is much needed. This section outlines the methodology for developing a comprehensive National Training and Capacity Building Plan, designed to enhance the competences of Ecopatrol personnel.

Task 2	Estimated number of days
2.1. Adapt existing competence registers to the needs of Ecopatrol Service <ul style="list-style-type: none"> • Based on the consultation (interviews, surveys, workshop) described at 3.1. develop proposal of relevant competences for EPS using existing competence registers (Global Ranger Competences, A Global Register of Competences for Protected Area Practitioners) • Consultation on the draft list • Develop final list of competences 	4
2.2. Workshop on integration of international ranger competences into Ecopatrol Service structure with senior Ecopatrol Service officers and the EPS management team <ul style="list-style-type: none"> • Prepare the workshop for presenting relevant EPS staff how to integrate the competences into EPS structure. • Deliver a 3 days workshop for senior EPS and the EPS management team 	5 (including the workshop during the 2 nd field visit)
2.3. National capacity building plan for Ecopatrol Service <ul style="list-style-type: none"> • Develop draft plan. • Consultations (possibly also during the 2nd visit) • Finalize the plan 	6

Develop curricula for a basic training programme

Task 3	Estimated number of days
3.1. Conduct a competence needs assessment using the adapted list of competences <ul style="list-style-type: none"> • Design a competence assessment questionnaire (recommended online, if resources allow) • Conduct the Competence Needs Assessment • Analyse results and make recommendation 	4
3.2. Design a training curriculum and supporting material <ul style="list-style-type: none"> • Based on the competence assessment propose a curriculum • Design examples/models of training materials as agreed 	6

3.3. Provide a working session with potential trainers to introduce the curriculum and develop content proposal <ul style="list-style-type: none"> Workshop with trainers for presenting the curricula and the support materials, collect feedback Final version of the curricula 	4 (including the workshop during the 2 nd field visit)
3.4. Develop proposal for a training-of-trainers (ToT) program to ensure sustainable capacity-building <ul style="list-style-type: none"> Design a program for a ToT adapted for trainers who will deliver courses for EPS personnel Comments on the draft program Integrating the comments 	4
Final report including recommendations for continuous improvement in EPS operations and governance based on developed outputs, and experience and results of activity	3

Deliverables, Reporting and Payment Schedules

Deliverable 1 - Payment of 30%:

- Draft framework and plan for strengthening the capacity of Ecopatrol Service for effective protected area and forest protection and biodiversity conservation in line with international best practice.

Deliverable 2 - Payment of 40%:

- Training and Capacity Building Plan for Ecopatrol Service including identification of key guidelines and content needed for standard operating procedures.
- Delivery of workshop on integration of international ranger competences into Ecopatrol Service structure with senior Ecopatrol Service officers and the EPS management team 40%

Deliverable 3 - Payment of 30%:

- Results of competence needs assessment using the adapted list of required competences.
- Training curriculum and agreed supporting material (selected guidelines/SoP).
- Delivery of working session with potential trainers (who would be involved in the proposed training programme) to introduce the curriculum and further develop content proposal.
- Submission of final report including recommendations for continuous improvement in EPS operations and governance based on developed outputs, and experience and results of activity.

Time-line

Services will have a duration of about 8 months.

See Annex 7 – work schedule

For the consultancy Services presented above, two face-to-face workshops/field visits would be planned: one in the second week of July 2025 (7-16 July 2025), the second one November 2025.

Financial proposal

Propark Aarii Protejate SRL, Identification Number RO27845635, Address Braşov, Long Street, no. 175, Romania, legally represented by Tiberiu Chiricheş

Unicredit Bank account RO12 BACX 0000 0010 7531 3001

The prices in our Financial Proposal are expressed in: EURO

All costs associated with internal travel outside Yerevan, meeting and workshop venues and associated costs, and translation services will be covered by the BSLD project and are not included in this financial proposal.

Our services are offered on a *[bidder to tick relevant box]*

Lump sum contract	<input checked="checked" type="checkbox"/>	basis	Time based contract	<input type="checkbox"/>	basis
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Basic Services (as per TOR)

SUMMARY	Sum
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8. - Equipment cost	-
9. - Miscellaneous cost*	-
Total – Other cost	-

Overall – Fees, Transport, Logistics and Other Cost (net, exclusive of taxes and duties)	19945
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Duties and Taxes

[In case the ITC requests the Bidder to offer services exclusive of taxes and duties, the bidder shall indicate the amount of local taxes and duties applicable for the services.]

Please specify in the contract that the services are provided in Armenia.
Propark Aarii Protejate SRL and WWF Armenia agree to provide a certificate of tax residence in order to apply the Convention/Agreement for the avoidance of double taxation..

Overall – Fees, Transport, Logistics and Other Cost (inclusive of taxes and duties)	19945
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Team for implementing the contract

The team responsible for implementing this contract is made up of two Propark experts with significant international experience in similar contracts and projects, see 8. Qualifications and Experience of Propark and the CV attached.

Erika Vaida Bela (Stanciu) – Technical coordinator, Protected Area Specialist

Erika's experience in protected area management and conservation is extensive, beginning with her valuable work as a forester, which brought her closer to nature conservation as the first national park director in Romania for the newly established Retezat National Park Administration. She then continued her conservation work at an international level with the WWF Carpathian-Danube Programme and active involvement in the work of the Europarc Federation.

For over fifteen years, she has made significant contributions to the professionalization and management of protected areas in Romania and beyond, leading the Propark team and engaging in various complex projects related to this field.

Mara Bulea – Capacity Building Coordinator

Mara has seven years of experience as a coordinator for capacity-building programs and projects as a member of the Propark team. Her work has involved preparing training curricula for various courses related to protected areas, compiling a competence register for SMART utilizers and global rangers, developing an online tool for competence assessments related to protected areas, and contributing as an expert in European capacity-building projects.

She is currently working on reviewing the occupational standards for Rangers in Romania, adapting SMART for national adoption, and modifying the register of competencies for protected area practitioners in the Republic of Moldova. Mara is at the heart of the ambitious Propark project at the Centre of Excellence for Nature (CEN), which aims to develop a comprehensive capacity-building environment for those working in conservation, including experts and stakeholders.

Qualifications and Experience of Propark

Propark has protected area management and governance competences and ranger training expertise, relevant for the assignment. with extensive experience in protected area management and governance, law enforcement in conservation, and community-based conservation models. We have successfully supported capacity building programme development in participatory processes in Europe and Africa. Please see the list below, with some of our relevant projects.

Propark's **VISION** is that by 2050, protected and conserved areas will be managed by passionate and competent professionals, reversing biodiversity loss in these areas, facilitating sustainable development and helping mitigate climate change for the benefit of people.

Our **MISSION** is to contribute to the Vision by providing life-long learning and training opportunities for protected area practitioners and conservationists and support them to better conserve nature for the benefit of society.

In its 16 years of activity, Propark has focused its activities on protected area practitioners by providing learning opportunities, inspiration, and tools for those working in and for protected areas. Aware of the complexity of protected areas, knowing that their management require many and varied skills, as well as intense cooperation between many actors, we have developed training programmes and short courses for practitioners and implemented projects to provide those working in protected areas with the knowledge, skills, and motivation they need to be successful.

Our team and the specialists we collaborate with, provide professional training and support focused on the practical aspects of work in all types of protected areas, including national and nature parks, nature reserves, Natura 2000 sites and others.

Propark is conducting not only the face-to-face and online training,s but it also develops and implements capacity building activities that are based on mentoring. More than 25 management plans were developed using combined techniques of mentoring and face-to-face capacity building to improve the competences of protected area staff developing their management plans.

Capacity building plans were developed at the initiative and with support from ProPark for four Eastern European countries. The plans looked to various approaches and activities that can contribute to the professionalization of protected area staff and of stakeholders with an important role in the management of protected areas.

Our entire activity is guided by the Strategic Objectives set in **Propark Strategy 2023–2030** : <https://propark.ro/download/strategia/Strategia%20Propark%202023-2030.pdf>

PROFESSIONALIZATION

Our expertise in **competence-based approaches to capacity building** for protected area practitioners has been used in many countries:

- Propark contributed in the early years of its existence to IUCN's Global Register of Competences for Protected Area Practitioners (<https://portals.iucn.org/library/sites/library/files/documents/PATRS-002.pdf>)
- we were **coordinators and facilitators of participatory processes** for the development of two global competence registers: the **SMART Competence Register** and the **Global Ranger Competences Register**
- we lead the **development of a competence list for Natura 2000 managers and the associated online competence assessment platforms for Natura 2000 managers**
- we conducted **21 training needs assessments in 26 countries**,
- **3 capacity building plans** were developed for **4 countries (Croatia, Georgia, Romania and Moldova)**. Croatia is using the document to guide capacity building for protected area professionals
- together with partners in the EUROPARC Federation, **we contribute to building the European Nature Academy** to offer individual learning opportunities and training events to Natura 2000 site managers
- we documented **case studies on PA governance and management structures and approaches in 21 countries in Eastern and Central Europe**.

Our efforts to promote and support professionalization and capacity building in Romania are briefly summarized below:

- **over 3200 participants** were registered as trainees,
- a new occupation, called **Protected Area Specialist**, and the associated **occupational standards**, were developed starting from the protected area competence register,
- we are coordinating the revision of the Ranger Occupational Standards
- Propark was and continues to be / is **accredited for the Protected Area Specialist, Ranger, Community Facilitator and Communication courses**,
- almost 10% (**158 practitioners**) were **certified as Protected Area Specialists or Rangers**, gaining a good understanding of the complexity of these occupations,
- we worked with more than **50 professionals** with knowledge and experience in a large variety of domains relevant for protected areas, **accredited trainers and/or consultants**
- together with the experts mentioned above, we developed more than **40 manuals and guidelines** and **27 short movies** alongside other online training materials,
- we facilitated or contributed to the participatory development of **21 management plans for 42 protected areas**, transferring skills and knowledge through these complex processes to those managing the areas,
- about **850 people** from various sectors participated at **awareness raising and training events** to learn about protected areas and how they can contribute to their management: foresters, farmers, journalists, judges and lawyers.

NATURE EDUCATION AND AWARENESS RAISING

We consider that education and awareness are essential supporting the management PA, and our goal is to raise the capacity of PA managers to develop nature education programs and nature-focused awareness events.

Propark organizes nature education programs that can be replicated and used as models and also awareness raising events focused on the importance of PA and their management.

Some of the projects implemented by Propark are presented below,

Assignment name: Strengthening Institutional Capacities and representativeness of the Protected Areas System in Republic of Moldova	Approx. value of the contract (in current Euro): 41.999 euro
Country: Moldova, Romania Location within country:	Duration of assignment (months): 12
Name of Consultant: PROPARK ARII PROTEJATE SRL	Total N° of staff-months of the assignment: 5 staff * 5 months/staff
Address: 175 Lungă Street, Braşov, Romania	Approx. value of the services provided by your firm under the contract (in current Euro): 41.999 eur
Start date (month/year): 04/2011 Completion date (month/year): 04/2012	N° of professional staff-months provided by associated Consultants:-

Name of associated Consultants, if any: -	Name of senior professional staff of your firm involved and functions performed (indicate most significant profiles such as Project Director/Coordinator, Team Leader): Erika Vaida-Bela – Project Coordinator, PA Specialist
Narrative description of Project: The aim was to contribute to the improvement of the management and governance of protected areas in the protected areas in the Republic of Moldova.	
Description of actual services provided by you/your staff within the assignment: Results: 5 publications: 1. Monitoring of management efficiency and implementation of the reporting system for protected areas in the Republic of Moldova; 2. Elaboration of management plans for protected areas in the Republic of Moldova; 3. Recommendations for the national system of management categories for protected areas in the Republic of Moldova; 4. Guide for conservation management in protected areas in the Republic of Moldova; 5. Visitor management and tourism development in and around protected areas in the Republic of Moldova.	

Assignment name: The Global Ranger Competences Register	Approx. value of the contract (in current Euro): 10.000 euro
Country: International Location within country:	Duration of assignment (months): 12
Name of Consultant: PROPARK ARII PROTEJATE SRL	Total N° of staff-months of the assignment: 2 staff * 2,5 months/staff
Address: 175 Lungă Street, Braşov, Romania	Approx. value of the services provided by your firm under the contract (in current Euro): 10.000 eur
Start date (month/year): 01/2021 Completion date (month/year): 02/2022	N° of professional staff-months provided by associated Consultants:-
Name of associated Consultants, if any: Michael R. Appleton – external expert	Name of senior professional staff of your firm involved and functions performed (indicate most significant profiles such as Project Director/Coordinator, Team Leader): Erika Vaida-Bela – Project Coordinator, PA Specialist Mara Bulea – Team Leader, Capacity Building Coordinator
Narrative description of Project: The Global Ranger Competences provide a 'common language' for the work of the rangers worldwide. The document includes 23 universal competences needed by all rangers, an additional 7 competences for commonly required specialist roles, and a further 8 competences required by rangers in positions of leadership. They are designed to be generally applicable to those working as rangers (or in equivalent roles) around the world, and to any entity responsible for rangers in protected and conserved areas of all types.	
Description of actual services provided by you/your staff within the assignment: Propark coordinated the development of the Global Ranger Competence Register. The competences were identified through a global consultation process, with the contribution of 536 people from 88 countries, mainly rangers, but also employers and representatives of ranger associations, as well as social, community and human rights experts. https://www.ursa4rangers.org/wp-content/uploads/2023/07/URSA-Ranger-Competence-English-final.pdf	

Assignment name: LIFE ENABLE: Creating the European Nature Academy for applied Blended Learning	Approx. value of the contract (in current Euro): 804.605 eur
Country: Romania, Finland, Italy, Germany, Spain, France, Austria Location within country:	Duration of assignment (months): 36
Name of Consultant: Propark-Fundatia pentru Aarii Protejate	Total N° of staff-months of the assignment: 4 staff * 6.5 months/staff
Address: 175 Lungă Street, Braşov, Romania	Approx. value of the services provided by your firm under the contract (in current Euro): 55.924 eur

Start date (month/year): 08/2021 Completion date (month/year): 07/2024	Nº of professional staff-months provided by associated Consultants: -
Name of associated Consultants, if any: EUROPARC Federation Fundación Fernando González Bernáldez University of Padova ECO Institute of Ecology Mediterranean Protected Areas Network Metsähallitus, Parks and Wildlife Finland	Name of senior professional staff of your firm involved and functions performed (indicate most significant profiles such as Project Director/Coordinator, Team Leader): Mara Bulea – Project Coordinator Erika Vaida Bela – PA expert
<p>Narrative description of Project:</p> <p>This three-year project is designed to develop the practical capacity of managers of Natura 2000 sites and Protected Areas to manage natural areas. The project aims to develop the individual and organisational skills needed to meet the challenges and opportunities of nature area management over the next decade. It will also establish a framework for the creation of a professional development training system to help ensure progress towards the goals and ambitions of the EU's 2030 Biodiversity Strategy and the policies that underpin it.</p>	
<p>Description of actual services provided by you/your staff within the assignment:</p> <p>Propark coordinated A3- Produce and test an online training need analysis tool to create capacity building training programmes at organizational, regional and national levels. https://propark.ro/natura2000competences/</p> <p>Propark contribute to A1-Establish the European Nature Academy training system framework and A5-Develop competence-based capacity building courses, content and needs-based learning programmes – design&create content. https://www.europarc.org/about-us/europarc-projects/life-enable/</p>	

Assignment name: Developing SMART Competency Standards	Approx. value of the contract (in current Euro): 8307 euro
Country: worldwide Location within country: -	Duration of assignment (months): 7
Name of Consultant: PROPARK ARII PROTEJATE SRL	Total Nº of staff-months of the assignment: 2 staff *1 month/staff
Address: 175 Lungă Street, Braşov, Romania	Approx. value of the services provided by your firm under the contract (in current Euro): 8307 eur
Start date (month/year): 05/2020 Completion date (month/year): 11/2020	Nº of professional staff-months provided by associated Consultants:-
Name of associated Consultants, if any: -	Name of senior professional staff of your firm involved and functions performed (indicate most significant profiles such as Project Director/Coordinator, Team Leader): Erika Vaida-Bela – Project Coordinator, PA Specialist,CB expert Mara Bulea – Project Assistant, CB expert
<p>Narrative description of Project:</p> <p>The SMART Competence Register was developed at the initiative of the SMART Partnership. The goal has been to define and classify the competences needed to use SMART effectively in the adaptive management process of biodiversity conservation.</p> <p>This register defines the competences needed for the technical and practical deployment and use of SMART, for creating the enabling environment for SMART to function and for making use of SMART to improve planning and management of conservation areas. It is intended to serve conservation area managers and partners who are using SMART or planning to use the SMART approach in their biodiversity conservation endeavors. It is an important and useful tool also for individuals and entities that are supporting conservation teams in the preparation, introduction and implementation of SMART.</p>	
<p>Description of actual services provided by you/your staff within the assignment:</p> <p>Propark coordinated the development of the SMART Competence Register: online global consultation, draft register, online work groups for feedback on the draft, the wording of the register. https://smartconservationtools.org/en-us/Resources/Resource-library</p>	

Assignment name: A global register of competences for protected area practitioners	Approx. value of the contract (in current Euro): Voluntary contribution
Country: International Location within country: -	Duration of assignment (months): 60
Name of Consultant: Propark-Foundation for Protected Areas	Total N° of staff-months of the assignment: 1
Address: 175 Lungă Street, Braşov, Romania	Approx. value of the services provided by your firm under the contract (in current Euro):
Start date (month/year): 2011 Completion date (month/year): 2016	N° of professional staff-months provided by associated Consultants: -
Name of associated Consultants, if any: IUCN Michael R. Appleton – external expert	Name of senior professional staff of your firm involved and functions performed (indicate most significant profiles such as Project Director/Coordinator, Team Leader): Ms. Erika Vaida-Bela (Stanciu)
<p>Narrative description of Project:</p> <p>A comprehensive directory of and user guide to the skills, knowledge and personal qualities required by managers, staff and stewards of protected and other conserved areas.</p> <p>As the global coverage of protected areas increases, it is becoming more important to ensure that today's managers have the necessary qualifications and skills to effectively manage protected areas. This publication defines all the possible skills, knowledge and personal qualities required by people working in protected areas around the world. It is an ideal reference and starting point for managers and human resource professionals to plan and manage staffing of protected areas, for educators to identify and meet capacity needs, and for individuals to assess and develop their own skills.</p>	
<p>Description of actual services provided by you/your staff within the assignment:</p> <p>Propark's contribution through the voluntary work of Ms. Erika Vaida-Bela (Stanciu).</p>	

Assignment name: Accredited courses Ranger and Protected area specialist; Courses GIS, Citizen science	Approx. value of the contract (in current Euro): 98.796 eur
Country: Romania Location within country:	Duration of assignment (months): 4
Name of Consultant: PROPARK ARII PROTEJATE SRL	Total N° of staff-months of the assignment: 4 staff * 0,5 month/staff
Address: 175 Lungă Street, Braşov, Romania	Approx. value of the services provided by your firm under the contract (in current Euro): 98.796 eur
Start date (month/year): 08/2020 Completion date (month/year): 11/2020	N° of professional staff-months provided by associated Consultants:-
Name of associated Consultants, if any: -	Name of senior professional staff of your firm involved and functions performed (indicate most significant profiles such as Project Director/Coordinator, Team Leader): Mara Bulea – Project Coordinator, CB Expert Erika Stanciu – PA expert, CB Expert
<p>Narrative description of Project:</p> <p>Propark is the main capacity building provider for protected areas in Romania. For more than 10 years we organize the Protected Area Specialist and Ranger courses under the accreditation of Ministry of Education and Ministry of labor and Social Protection. The course has several modules: PA fundamental knowledge, , PA management planning, biodiversity management, communication, education, visitors management, laws and regulation.</p>	
<p>Description of actual services provided by you/your staff within the assignment:</p> <p>Description of actual services provided by you/your staff within the assignment:</p>	

Preparing the plan course, selecting the trainers, coordinating trainers' activity, supervising the course materials preparation, organizing the course, organizing the final exam, feedback and follow up.

Assignment name: Accredited course – specialization: Protected area specialist	Approx. value of the contract (in current Euro): 12.180 eur
Country: Romania Location within country:	Duration of assignment (months): 5
Name of Consultant: PROPARK ARII PROTEJATE SRL	Total N° of staff-months of the assignment: 4 staff * 0,5 months/staff
Address: 175 Lungă Street, Braşov, Romania	Approx. value of the services provided by your firm under the contract (in current Euro): 12.180 eur
Start date (month/year): 09/2020 Completion date (month/year): 02/2021	N° of professional staff-months provided by associated Consultants:-
Name of associated Consultants, if any: -	Name of senior professional staff of your firm involved and functions performed (indicate most significant profiles such as Project Director/Coordinator, Team Leader): Mara Bulea – Project Coordinator, CB Expert Erika Stanciu – PA expert, CB Expert
Narrative description of Project: Propark is the main capacity building provider for protected areas in Romania. For more than 10 years we organize the Protected Area Specialist course under the accreditation of Ministry of Education and Ministry of labor and Social Protection. The course has several modules: PA fundamental knowledge, PA management planning, biodiversity management, communication, education, visitors management, laws and regulation.	
Description of actual services provided by you/your staff within the assignment: Preparing the plan course, selecting the trainers, coordinating trainers' activity, supervising the course materials preparation, organizing the course, organizing the final exam, feedback and follow up.	

Assignment name: Capacity Building Plans for Efficient Protected Area Management in Eastern Europe	Approx. value of the contract (in current Euro): 420.662 eur
Country: Romania Location within country:	Duration of assignment (months): 37
Name of Consultant: PROPARK ARII PROTEJATE SRL	Total N° of staff-months of the assignment: 5 staff * 18 months/staff
Address: 175 Lungă Street, Braşov, Romania	Approx. value of the services provided by your firm under the contract (in current Euro): 420.662 eur
Start date (month/year): 10/2012 Completion date (month/year): 11/2015	N° of professional staff-months provided by associated Consultants:-
Name of associated Consultants, if any: Michael R. Appleton – external expert	Name of senior professional staff of your firm involved and functions performed (indicate most significant profiles such as Project Director/Coordinator, Team Leader): Erika Stanciu – PA expert, Capacity Building Expert Ioniță Alina - PA expert, Capacity Building Expert
Narrative description of Project: The scope of the project "Capacity Building Plans for Efficient Protected Area Management in Eastern Europe" was to support and coordinate both the development of national and regional plans for capacity building in Eastern Europe and the wider promotion of competence based approaches to capacity building for protected area management, thus contributing to a more efficient protected area management.	

Description of actual services provided by you/your staff within the assignment:

Identify national contact persons and potential leading institutions

Conducting training and capacity needs assessment

Developing 2 model curricula have been developed based on the TNAs and the Global Register of Competencies for Protected Areas for 2 topics identified by the TNA as of key importance within the region

Develop a roster of trainers and conduct trainings

Conducting training of trainer workshops on 2 topics of key importance: Apped biodiversity conservation Community outreach and participatory PA management

18 trainers from Eastern Europe trained on the 2 key topics, following the competence-based curricula + 12 practitioners trained on SDC + 2 of the trainers developed in the first tour involved in the training development and delivery.

Annex 10 – NOT APPLICABLE

