



Consultancy Opportunity
Location: Lusaka, Zambia

**Terms of Reference for Entomology and
Extension service support on Ecosystem
Based adaptation (EbA) project**

1.0 Background

Zambia is endowed with extensive forests, wetlands, freshwater resources and other ecosystems that provide critical services for biodiversity, water regulation, fisheries, agriculture and rural livelihoods. Eight Zambian wetland systems, including the Lukanga and Bangweulu Swamps, are designated as Wetlands of International Importance under the Ramsar Convention.

Despite their importance, Zambia's wetlands are increasingly threatened by climate change, invasive alien species, habitat degradation and unsustainable use of natural resources. These pressures reduce the capacity of wetlands to provide essential ecosystem services and increase the vulnerability of communities that depend on them.

The Lukanga Wetland System is particularly important for biodiversity and fisheries but is facing significant degradation associated with the spread of the invasive aquatic weed *Salvinia molesta* (Kariba weed) and the degradation and loss of important fish breeding habitats. Climate change is expected to further exacerbate these pressures.

The Ecosystem-based Adaptation (EbA) Project, implemented by the United Nations Environment Programme (UNEP) in partnership with the Ministry of Green Economy and Environment, seeks to strengthen the resilience of communities dependent on wetlands and forests through the integration of EbA approaches into ecosystem management and planning.

As part of the project, mapping of approximately 45% of the Lukanga Swamp was undertaken in 2023 to assess the distribution of *Salvinia molesta*, identify priority areas for biological control and identify important fish breeding sites. Five priority fish breeding sites were identified. EbA principles have also been integrated into the Lukanga Conservation Plan (2022–2028).

Building on this work, CABI seeks a suitably qualified consultant to support the climate-resilient restoration of degraded areas of the Lukanga Wetland System, focusing on invasive weed management through biological control, protection and improvement of fish breeding habitats, and strengthening community and institutional capacity for sustainable wetland management.

2.0 Objective

The objective of the consultancy is to provide technical and field implementation support for the biological control and restoration of degraded areas of the Lukanga Wetland System, with particular focus on the mass rearing, release and monitoring of biological control agents against *Salvinia molesta*, establishment and management of community-based rearing systems, and capacity building of communities and district stakeholders for sustainable invasive aquatic weed management.

3.0 Scope of Work

The consultant will support the project team in the implementation of biological control and wetland restoration activities, with particular responsibility for:

- Supporting the rearing of *Salvinia molesta* and its biological control weevil under controlled conditions and in community-based rearing pools.
- Supporting the establishment, operation, maintenance and monitoring of biological control agent rearing facilities.
- Supporting the preparation and implementation of weevil rearing, release and monitoring protocols.
- Undertaking field visits for biological control agent release, monitoring, data collection and assessment of *Salvinia molesta* infestation.
- Supporting the training of communities and district staff on biological control agent rearing, handling, release, monitoring and pool management.
- Supporting the identification and development of community Bio-Control Champions and strengthening their practical skills.
- Supporting implementation and monitoring of habitat improvement activities in priority fish breeding areas.
- Supporting gender-responsive community mobilisation, baseline data collection and training activities.
- Maintaining accurate records of rearing activities, biological control agent production, releases, monitoring results and field observations.
- Supporting GIS/field data collection and documentation of restoration activities where required.
- Preparing field, technical and progress reports for internal and external use.
- Working closely with CABI scientists, government departments, communities and project partners to ensure effective implementation of project activities.
- Ensuring that rearing facilities, equipment and work areas are maintained in a clean, safe and appropriate condition.
- Supporting general laboratory and field-based rearing of insect pests, natural enemies and biological control agents as required by the project.

4.0 Deliverables

By the end of the consultancy, the following deliverables are expected:

- Work plan outlining the approach, activities, timelines and field implementation arrangements.
- Biological control rearing protocols for *Salvinia molesta* and its biological control weevil, including procedures for pond management, rearing, handling, release and monitoring.
- Technical support for establishment and operation of 6–12 community biological control rearing pools, including installation, commissioning and operational guidance.
- Supported training and capacity-building reports documenting training of at least 150 community members, with a minimum of 50% women, and relevant district staff on weevil rearing, release, pool management and monitoring.
- Supported the establishment of community Bio-Control Champions and trained, with appropriate records and training materials.
- Biological control agent production and release records, including quantities reared, sites and dates of release, and monitoring observations.
- Field monitoring and data collection reports documenting *Salvinia molesta* infestation, biological control establishment, rearing pool performance and restoration activities.
- Support to habitat improvement activities, including field-level technical input and documentation of interventions in priority fish breeding areas.

ABOUT US

- Scientific and field data management records, including properly maintained datasets, field observations, photographs and other relevant evidence.
- Periodic technical/progress reports highlighting activities undertaken, achievements, challenges, lessons learned and recommendations.
- Final consultancy report

5.0 Consultant Qualifications and Experience

The consultant/consulting team should possess:

- At least a Bachelor's degree in environmental science, ecology, natural resource management, entomology, fisheries, plant sciences or a related field. A postgraduate qualification will be an advantage.
- Demonstrated experience in plants/crop management and biological control rearing and any relevant laboratory skills.
- Demonstrated experience in community-based natural resource management and capacity building.
- Experience working with government institutions, local communities and environmental regulatory authorities.
- Strong knowledge of climate-resilient ecosystem management and environmental and social safeguards.
- Experience in monitoring, technical reporting, documentation and knowledge management.
- Experience in various parts of Zambia including being conversant with various local languages i.e. Nyanja/Lenje and Bemba will be an advantage.
- Needs good communication and interpersonal skills.
- Must be self-motivated and able to work independently with minimal supervision.
- A team player with ability to maintain harmonious working relationships with colleagues.

6.0 Duration of Consultancy

The consultancy will be undertaken over a period of **11 months**, capacity building, biological control implementation, monitoring, handover and final reporting.

7.0 Expression of interest

Interested and suitably qualified consultants/ organisations should prepare:

- A brief technical proposal clearly outlining their approach for execution of the assignment, experience and qualifications and updated curriculum vitae.
- A financial proposal for the services to be provided. The budget will cover:
 - A workplan of envisioned activity planning across the time period of work.

By sharing knowledge and science, CABI tackles global issues like poverty, hunger, education, equality, sustainability, climate change and biodiversity. We do this by helping farmers grow more and lose less of what they produce, combating threats to agriculture and the environment from pests and diseases, protecting natural habitats from invasive species, and improving access to scientific knowledge.

CABI is an international, inter-governmental, not-for-profit organization that improves people's lives worldwide by providing information and applying scientific expertise to solve problems in agriculture and the environment. Our approach involves putting information, skills and tools into people's hands. CABI's 49 Member Countries guide and influence our work which is delivered by scientific staff based in our global network of centres.

CABI is committed to making a difference, playing its part in creating a brighter, more equitable and sustainable future.

- Reasonable daily rate for biocontrol rearing and all extension activities.

8.0 Deadline for submission

All Interested consultants should upload their technical and financial proposals to the CABI contractors work suit platform using the link below

- For existing contractors who are yet to update their profiles <https://cabi.worksuite.com/invite/58edd5c5e4e14b44b49c4933f786d18b/>.
- For new contractors who should first create an account into the system and update their profiles. <https://cabi.worksuite.com/invite/d48e3ba552a6484eb3d2759f4aec5b38/>.
- For any queries/clarification/challenges in uploading the proposal, please write to procurement-africa@cabi.org;
- The deadline for submission of proposals is on or before **4th October 2026**.

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