

Annex 1: Selection Criteria

	SELECTION CRITERIA	MAXIMUM POINTS
1	Academic Qualification (Highest level attained)	15
	a. A Postgraduate degree in Geography, Plant Science, Environmental Studies or a related field with a focus on mangroves.	10
	<ul style="list-style-type: none"> A Postgraduate degree in Geography, Plant Science, Environmental Studies or a related field with a focus on mangroves 	10
	<ul style="list-style-type: none"> A Postgraduate degree in Geography, Plant Science, Environmental Studies or a related field with not focused on mangroves 	5
	<ul style="list-style-type: none"> No Postgraduate Degree 	0
	b. Certification in programming.	5
	<ul style="list-style-type: none"> Certification in programming 	5
	<ul style="list-style-type: none"> No certification in programming 	0
2	General Experience (Each criterion)	30
	a. A minimum of three (3) years' experience in mangrove mapping, carbon and methane monitoring, reporting and verification.	10
	<ul style="list-style-type: none"> 3 or more years' experience in mangrove mapping, carbon and methane monitoring, reporting and verification 	10
	<ul style="list-style-type: none"> 1-2 years' experience in mangrove mapping, carbon and methane monitoring, reporting and verification 	5
	<ul style="list-style-type: none"> Less than 1 year' experience in mangrove mapping, carbon and methane monitoring, reporting and verification 	0
	b. Excellent publication track record over a minimum of five (5) years related to studies on mangroves.	10
	<ul style="list-style-type: none"> Publication track record over 5 years related to studies on mangroves 	10
	<ul style="list-style-type: none"> Publication track record 2-4 years related to studies on mangroves 	5
	<ul style="list-style-type: none"> Less than 2 years' publication experience related to studies on mangroves 	0
	c. Experience in the use of software for modelling such as MATLAB and python, etc. as seen in a Github or relevant publications.	10
	<ul style="list-style-type: none"> Experience in the use of MATLAB and python 	10
	<ul style="list-style-type: none"> Experience in the use of MATLAB or python only 	5
	<ul style="list-style-type: none"> No experience in the use of software 	0
3	Specific Experience (Each criterion)	40
	a. Experience in reporting and technical paper writing within the last five (5) years.	10
	<ul style="list-style-type: none"> Experience in reporting and technical paper writing within the last 5 years. 	10
	<ul style="list-style-type: none"> Experience in reporting and technical paper writing within the last 1-4 years 	5
	<ul style="list-style-type: none"> No experience in reporting and technical paper writing 	0

	b. Experience in training and capacity building within the last five (5) years.	10
	• Experience in training and capacity building within the last 5 years	10
	• Experience in training and capacity building within the last 1-4 years	5
	• No experience in training and capacity building	0
	c. Experience in the use of web conferencing platforms such as Zoom, Microsoft Teams, etc. and statistics software such as SPSS, R, etc. within the last five (5) years.	10
	• Experience in the use of web conferencing platforms such as Zoom, Microsoft Teams, etc. and statistics software such as SPSS, R, etc. within the last 5 years	10
	• Experience in the use of web conferencing platforms such as Zoom, Microsoft Teams, etc. and statistics software such as SPSS, R, etc. within the last 1-4 years	5
	• No experience in the use of statistics software such as SPSS, R, etc.	0
	d. Experience in creating allometric equations for carbon stock estimation within the last five (5) years.	10
	• Experience in creating allometric equations for carbon stock estimation within the last 5 years	10
	• Experience in creating allometric equations for carbon stock estimation within the last 1-4 years	5
	• No experience in creating allometric equations for carbon stock estimation	0
4	Adequacy of the Assignment (Each criterion)	15
	a. Fluency in English and Spanish.	5
	b. Ability to work proficiently with cross-functional teams and stakeholders.	5
	c. Ability to handle multiple projects/tasks simultaneously.	5
	Total Points Attainable	100