



As of 30 March 2026

**GEF/UNDP/ASEAN PROJECT ON REDUCING POLLUTION AND PRESERVING ENVIRONMENTAL FLOWS
IN THE EAST ASIAN SEAS THROUGH THE IMPLEMENTATION OF INTEGRATED RIVER BASIN
MANAGEMENT (IRBM) IN ASEAN COUNTRIES**

VA/WQMA AP-IRBM/2026-005

Title	CONSULTANCY SERVICES FOR THE DEVELOPMENT OF 10-YEAR ACTION PLAN FOR IMUS YLANG YLANG RIO GRANDE RIVERS WATER QUALITY MANAGEMENT AREA (WQMA) IN THE PHILIPPINES
Type	River Basin Level (preferably for Philippine nationals)
Duration	7 months (May 15, 2026 – December 15, 2026)
Closing Date	April 30, 2026

BACKGROUND

The GEF/UNDP/ASEAN Project on Reducing Pollution and Preserving Environmental Flows in the East Asian Seas through the Implementation of Integrated River Basin Management (IRBM) in the ASEAN Countries is a 5-year project (2023-2027) with the goal of establishing functional IRBM mechanisms in seven priority river basins/sub-basins/watershed in the six ASEAN Member States (AMS), i.e., Cambodia, Indonesia, Lao PDR, Malaysia, Philippines and Viet Nam, to reduce pollution, sustain freshwater environmental flows and adapt to climate change vulnerabilities.

The Project is designed to improve governance and management arrangements in IRBM and accelerate the required changes in the six AMS in support of national priorities, objectives and commitments to global sustainable development targets using the Source to Sea framework.

In the Philippines, one of the priority river basins of the IRBM Project is the Imus Ylang Ylang Rio Grande Rivers (IYRR) located in Cavite Province. Considering its importance to Manila Bay, the IYRR was designated as a Water Quality Management Area (WQMA) through DENR Administrative Order (DAO) No. 2013-02 pursuant to Section 5 of the Philippine Clean Water Act (RA 9275) to protect and improve the water quality of IYRR and Manila Bay. The DAO requires EMB Region 4A, Secretariat to the IYRR WQMA Governing Board, to facilitate the development, review, adoption and implementation of the WQMA Action Plan in coordination with the Local Government Units and other members of the WQMA Governing Board. The IYRR WQMA Governing Board issued Board Resolution No. 2024-01 adopting the implementation of the IRBM Project in the IYRR and serving as coordinating body for the Project.

Component 2 of the IRBM Project supports the preparation of river basin strategies and action plans, facilitate consensus building in the review, approval and endorsement of the strategies and action plans for adoption by the relevant authorities.

This Terms of Reference require Consultants/Consulting Firm or consortia with expertise and experience in strategic and action planning to prepare the 10-year Action Plan for IYRR WQMA.

SCOPE OF WORK, DUTIES AND RESPONSIBILITIES AND DELIVERABLES

Scope of Work

Under the guidance of the IYRR WQMA Technical Working Group and the Regional Project Management Unit (RPMU) of PEMSEA Resource Facility (PRF), represented by the Regional Project Manager, in close coordination with the IRBM Technical staff, and in collaboration with DENR-EMB R4A/IYRR WQMA Secretariat and the Office of the Provincial Environment and Natural Resources Officer of Cavite Province, the Consultants/Consulting Firm will be responsible in undertaking the necessary tasks, as elaborated in the duties and responsibilities below and deliver the corresponding outputs within the agreed timeline.

Duties and responsibilities

- 1) In coordination with RPMU and DENR EMB R4A/IYRR WQMA Secretariat, organize an online meeting to discuss the objectives, expected outputs, methodology, timeline, and the coordinating arrangements for the development of the Action Plan.
- 2) Review and consolidate the information from the reported accomplishments in the implementation of the IYRR WQMA Action Plan 2016-2025 by the relevant agencies and local governments to the WQMA Governing Board, including the outputs from the 2-day workshop conducted on March 17-18, 2026 to review and update the Action Plan; the accomplishments from DENR EMB R4A priority programs (e.g., Manila Bay Rehabilitation Program, Clean Water Program, etc.) and other agencies as maybe relevant to IYRR, including other available reports and documents on IYRR (e.g., Draft IYRR State of River Basin Report).
- 3) Develop an annotated Table of Contents for the 10-year Action Plan for IYRR WQMA for review and approval by the IYRR Technical Working Group.
- 4) With the outputs from the 2-day workshop on the updating of the Action Plan as main reference, prepare the 10-year Action Plan in accordance, but not limited to the following steps:
 - a. Revisit the problems/gaps and opportunity areas identified for each of the strategies of the three pollution sources (domestic; commercial, industrial and recreational; institutional) and rank them based on priority risks;
 - b. Categorize the strategies and activities/action programs based on the risk-ranked problem/opportunity areas;
 - c. Prioritize the activities/action programs for short- (2 years), medium- (5 years) and long-term (10 years);
 - d. Review the goal, objective, targets/measurable indicators of progress and means of verification for each activity/action program;
 - e. Review the roles and responsibilities, the existing capacities for implementation and identify capacity building needs;
 - f. Develop an indicative budget and financing strategy for each activity/action program;
 - g. Consolidate the results of the review and results from the consultation workshops (refer to item 6 below) into a draft the 10-year Action Plan, and

- h. Develop a monitoring, evaluation and reporting mechanism to assess progress and achievements resulting from the implementation of the Action Plan.
- 5) Prepare materials for the consultation workshops in coordination with RPMU and DENR EMB R4A/IYRR WQMA Secretariat.
- 6) Conduct two (2) consultation workshops to present the draft 10-year Action Plan and gather feedback from the IYRR WQMA TWG and the refined 10-year Action Plan for consensus building and endorsement to the IYRR WQMA Governing Board.
- 7) Based on the results of the consultations, further refine and finalize the 10-year Action Plan for submission to the IYRR WQMA Governing Board for approval and adoption.

Expected Outputs and Deliverables

- Inception report for the development of the 10-year IYRR WQMA Action Plan
- Annotated Table of Contents of the 10-year IYRR WQMA Action Plan
- Draft and Final 10-year IYRR WQMA Action Plan incorporating the recommendations from the consultations
- Summary reports and presentations from two (2) consultation workshops to review and finalize the action plan

WORKING ARRANGEMENTS

Institutional Arrangement

The Consultants/Consulting Firm will be coordinating regularly with the RPMU and DENR EMB R4A/IYRR WQMA Secretariat to report on progress, address emerging challenges and in seeking approval and acceptance of the above-mentioned outputs.

Duration of the Work

Expected duration of work is from 15 May 2026 – 15 December 2026.

Duty Station

The Consultants/Consulting Firm will be home-based with regular coordination with the RPMU and IYRR WQMA Secretariat.

Travel Plan

In the event that the Consultants/Consulting Firm are required to travel to render services, as required under the TOR, associated travel costs will be covered by the RPMU.

Qualifications of the Consultants/Consulting Firm

- Post Graduate Degree in relevant disciplines (e.g., environmental sciences, water resources management, water and sanitation, waste management, legal, economics, finance and investments and related disciplines).
- Good working knowledge of international, regional, national and local best practices on integrated river basin management (IRBM), integrated water resources management (IWRM), integrated coastal management (ICM) and other area-based management approaches that complement the Source-to Sea approach, including sound understanding of sustainable development.
- At least 10 years working experience in ecological protection, watershed/river basin governance and management.
- Relevant experience on river basin governance and management encompassing coordination of water, land and the coastal and marine areas and resource use, including data integrated and decision support systems, stakeholder engagement, policy coherence, use of technical tools and understanding of complex social and political factors, such as decentralization, dispute resolution and management of ecosystem services to maximize economic, social and environmental benefits in support of sustainable development goals and targets.
- Relevant experience in action plan development and creating strategic roadmaps involving a wide range of stakeholders, including government officials and policymakers, water resource planners, community representatives, members of water user, environmental and conservation organizations, river basin committees, technical experts and international and regional organizations.
- Relevant experience in leading multidisciplinary teams and dialoguing with a diverse range of stakeholders for the preparation and/or implementation of IRBM/IWRM/ICM projects and programs and action plans.
- Fluency in written and spoken English is an advantage.

Financial Proposal

Bidders/applicants should detail the budget plan based on expected outputs, clearly showing logical framework or activity plan to achieve the outputs.

Submission of Tender/Application

Applicants are requested to submit:

1. Duly accomplished **Letter of Confirmation of Interest and Availability**;
2. **Detailed Curriculum Vitae**, indicating all past experience from similar projects, as well as the contact details (email and telephone number) of the team leader and members.
3. **Brief description** of why the organization/consultant is considered as the most suitable for the assignment.
4. A description of the **methodology**, on how they will approach and complete the assignment.
5. **Financial Proposal** that indicates the all-inclusive fixed total contract price, supported by a breakdown of costs.

Applicants are requested to submit the tender and requirements via email to recruitment@pemsea.org. Kindly indicate the vacancy reference number and title of requirement when applying (in the subject line) by email.

Additional Considerations

Bid applications received after the closing date will not be considered. Only those candidates that are shortlisted will be notified.

For more information on IRBM, please visit www.pemsea.org
