



March 31, 2026

REQUEST FOR EXPRESSION OF INTEREST (REOI)
 Hiring of Consultancy Services (Individual Consultant)
Solicitation No. SIC-2026-012

1. The Government of the Philippines has received a loan from the World Bank towards the cost of the Philippine Fisheries and Coastal Resiliency (FishCoRe) Project, and it intends to apply part of its proceeds to payments under the contract of an Individual Consultant.
2. The Mid-Term Review (MTR) of the Philippine Fisheries and Coastal Resiliency (FishCoRe) Project will evaluate overall progress, assess performance against indicators, identify implementation challenges, and recommend corrective measures. The consultant will lead planning, data gathering, stakeholder consultations, and preparation of consolidated MTR documentation in line with World Bank guidelines.
3. The Philippine FishCoRe Project - National Project Management Office (NPMO), hereafter referred to as the “End-User,” now requests for the submission of an Expression of Interest for the **HIRING OF AN INDIVIDUAL CONSULTANT** namely:

Item no.	Description/ Position	Required number & duration
1	Highly Technical Consultant for the Conduct of Mid-Term Review(MTR)	1 pax <i>10 months (may be extended, if necessary, subject to project needs and performance)</i>

4. A set of Terms of Reference (TOR) is attached as *Annex A*.
5. Bidding procedures will be conducted following the provisions of the World Bank Guidelines and shall take into consideration the related provisions in the Project Loan Agreement and Guidelines in the Procurement under IBRD loans and IDA credits. The individual consultants shall be selected under the procedure outlined in paragraphs 7.34 to 7.37 of the WB Procurement Regulations
6. Interested proponents shall submit their Letter of Expression of Interest addressed to **Mr. ELIZER S. SALILIG, MFT**, National Director - Bureau of Fisheries and Aquatic Resources, no later than **April 8, 2026, at 12:00NN** with the following documentary requirements:
 - a) Curriculum Vitae ;
 - b) Personal Data Sheet (CSC Form 212 Revised 2025);

- c) Certifications of awards and achievements (if any); and
 - d) Other supporting documents to the application;
7. Submission of Expressions of Interest (EOI) along with the other documents as stated in item no. 6 must be sent to the official email address fishcore.sbac@bfar.da.gov.ph with the subject of **Highly Technical Consultant for the Conduct of Mid-Term Review (MTR)** or at the Philippine FishCoRe Project NPMO, 2nd Floor, National Food Authority, Visayas Ave. Diliman, Quezon City, sealed in an envelope marked:

Highly Technical Consultant for the Conduct of Mid-Term Review (MTR)

Solicitation No. : SIC-2026-012

Position : Technical Consultant for the Conduct of Mid-Term Review (MTR)

8. The End-User must disclose information on the successful Consultant's beneficial ownership, as part of the Contract Award Notice, using the Beneficial Ownership Disclosure Form as included in the Request for Proposal/s.
9. The End-User reserves the right to accept or reject any bid, and to annul the Selection of Individual Consultants (SIC) process or reject all EOIs at any time before contract award, without thereby incurring any liability to the affected bidder/bidders.

ORIGINAL SIGNED

NAZARIO C. BRIGUERA

Chairperson, Special Bids and Awards Committee (SBAC)

National Project Management Office - FishCoRe Project

TERMS OF REFERENCE

- I. **PROJECT TITLE** : **PHILIPPINE FISHERIES AND COASTAL RESILIENCY (FISHCORE) PROJECT**
- II. **POSITION CONSULTANT** : **MID-TERM REVIEW (MTR) PROJECT**
- III. **PROPONENT** : **BFAR- NATIONAL PROJECT MANAGEMENT OFFICE**
- IV. **IMPLEMENTATION PERIOD** : **MARCH - DECEMBER 2026**
- V. **INTRODUCTION**

The Philippine Fisheries and Coastal Resiliency (FishCoRe) Project, funded by the World Bank, is a seven-year initiative (2023–2029) designed to improve the management of fishery resources and enhance the value of fisheries production in select Fisheries Management Areas (FMAs). The project aims to develop science-based, climate-resilient, and ecologically sound fisheries management systems that integrate offshore fishing grounds, municipal waters, and coastal habitats, requiring the expansion of sustainable aquaculture production and enhancing value addition in the sector, specifically in FMA 6 and FMA 9.

The FishCoRe Project is structured into **three interlinked components**:

1. **Fisheries and Coastal Resilient Resource Planning & Management (FishCRRM)** – Focuses on enhancing fisheries and coastal resource planning and management through science-based strategies, capacity building, and policy development.
2. **Modern and Resilient Livelihood Investments (MARLIN)** – Aims to provide modern and climate-resilient catalytic investments in livelihood, enterprises, technologies, facilities, and support services to improve the socio-economic well-being of fisherfolk.
3. **Support to Project Implementation and Management (SuPrIM)** – Aims to establish and operationalize an effective, multi-level, interdisciplinary, and institution-oriented Project Management System to ensure smooth coordination and implementation.

The project is implemented by the BFAR, NFRDI, and the Philippine Fisheries Development Authority (PFDA) in collaboration with the LGUs, and fishery stakeholders within the FMAs. It adopts an ecosystems approach to fisheries management (EAFM), emphasizing participatory governance, stakeholder engagement, and institutional coordination. By piloting governance models for FMA-based EAFM, FishCoRe aims to create scalable solutions that can be replicated nationwide.

As the project reaches its mid-implementation stage, a **Mid-Term Review (MTR)** is required to assess overall progress, identify implementation issues, evaluate performance against indicators, and recommend corrective measures to ensure the achievement of project development objectives.

To support this process, the National Project Management Office (NPMO) requires a qualified staff who will lead the preparation, coordination, consolidation, and initial drafting of the MTR report.

VI. OBJECTIVES

The objective of this assignment is to assist the NPMO and its components in conducting and documenting the Mid-Term Review of the FishCoRe Project. This includes gathering data, assessing progress, consulting key stakeholders, identifying challenges, and preparing consolidated MTR documentation consistent with World Bank guidelines.

VII. SCOPE OF WORK/DUTIES AND RESPONSIBILITIES

The staff/consultant shall perform the following tasks:

A. MTR Planning and Coordination

1. Prepare a detailed work plan and schedule for the MTR process.
2. Coordinate with NPMO sub-components, Regional Project Implementation Units(RPIUs)/FishCoRe Coordinating Units (FCUs) for inputs, data, and documentation.
3. Facilitate meetings, consultations, and workshops needed for the MTR.

B. Data Gathering and Analysis

1. Review project documents (Logical Framework, PAD, POM, procurement plans, financial reports, M&E framework, etc.).
2. Collect and validate project performance data, including physical and financial accomplishments.
3. Analyze progress against the Results Framework indicators.
4. Identify implementation bottlenecks and risks, and assess effectiveness of mitigation measures.

C. Stakeholder Consultations

1. Facilitate interviews, focus group discussions, and validation sessions with NPMO/RPIU/FCU staff, beneficiary groups, and other stakeholders.
2. Summarize key findings, feedback, and recommendations from stakeholder engagements.

D. MTR Documentation and Reporting

1. Prepare the Inception Report with Approved MTR Work Plan and Schedule.
2. Prepare the Draft Desk Review Results.
3. Prepare the Field Validation Report.
4. Prepare the initial draft of the Mid-Term Review Report for management review.
5. Prepare the Revised Draft MTR Report.
6. Finalize the MTR documentation and prepare presentation materials.

VIII. QUALIFICATIONS

Education:

- Bachelor's degree in Fisheries, Economics, Development Studies, Environmental Management, Public Administration, or related field.
- Master's degree is an advantage.

Experience:

- At least **3–5 years** experience in project management, monitoring and evaluation (M&E), or development project implementation.
- Preferably with experience in World Bank or other donor-funded projects.
- Experience in report writing, research, and data analysis.
- Familiarity with fisheries, coastal resource management, or natural resource governance is an advantage.

Skills and Competencies:

- Strong analytical skills and ability to interpret quantitative and qualitative data.
- Excellent written and verbal communication skills.
- Ability to coordinate across multiple teams and stakeholders.
- Proficiency in MS Office, particularly Word, Excel, and PowerPoint.
- Strong organizational and time management abilities.

IX. DELIVERABLES AND TIMELINES

The staff/consultant is expected to produce the following outputs:

1. **Inception Report with MTR Work Plan and Schedule**
2. **Stakeholder Mapping**
3. **Consolidated Data and Analysis Sheets** (physical, financial, results indicators)
4. **Summary Notes from Consultations and Interviews**
5. **Draft Desk Review Results**
6. **Field Validation Report and Findings**
7. **Initial Draft MTR Report**
8. **Revised Draft MTR Report** incorporating comments from NPMO and World Bank
9. **Final MTR Report** ready for official submission
10. **Presentation Materials** for internal and external meetings

Timeline of activity

Phase	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
1. Inception - Stakeholder mapping & work plan finalization Deliverable 1: Inception Report with MTR Work Plan and Schedule	X									
2. Draft Desk Review - Document analysis (PAD, POMs, financials) - Results Framework review - Gap identification & validation targeting		X	X							

Phase	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Deliverable 2: Draft Desk Review Results										
3. Field Validation <ul style="list-style-type: none"> - Pre-departure logistics - Baseline data compilation (pre-post) - FMA 6 field visit - FMA 9 field visit - MARLIN enterprise validation - SuPrIM governance workshops Deliverable 3: Field Validation Report and Findings			X	X	X					
4. Analysis and Drafting <ul style="list-style-type: none"> - Triangulation (desk + field evidence); OECD-DAC criteria scoring & analysis - Process & pre-post evaluation synthesis; Draft MTR report writing Deliverable 4: Draft MTR Report						X	X			
5. Validation and Finalization <ul style="list-style-type: none"> - NPMO internal review & feedback; World Bank validation meeting - Incorporate comments & revisions - Quality assurance & formatting Deliverable 5: Revised Draft MTR Report Deliverable 6: Final MTR Report							X	X	X	X

X. REPORTING AND WORKING RELATIONSHIP

The staff/consultant will report directly to the **NPMO SUPRIM Lead and Deputy Project Manager** and work closely with the M&E Specialist, Sub-Component Leads, and RPIU Focals. All outputs shall be submitted to the NPMO for review and approval.

XI. TOTAL COST

The proposed professional fee for the entire duration of the undertaking will be paid in tranches as follows:

Tranche	Deliverable	Timeline	Percentage
1st Tranche	Inception Report with MTR Work Plan and Schedule	On or before the end of 1st Month	20%
2nd Tranche	Draft Desk Review Results	On or before the end of 3rd month	20%
3rd Tranche	Field Validation Report and Findings	On or before the end of 5th month	20%
4th Tranche	Draft MTR Report	On or before the end of 7th month	20%
5th Tranche	Revised Draft MTR Report Final MTR Report	On or before the end of last month	20%

XII. DURATION AND LEVEL OF EFFORT

The assignment will cover a period of **ten (10) months**. The engagement may be extended if necessary, subject to project needs and performance.

XIII. CONFIDENTIALITY

All documents, data, and information accessed during the conduct of the MTR are confidential and shall not be shared or used for purposes outside the assignment without approval of the NPMO.