

REQUEST FOR TENDERS

RFT: WRP-2026-012
File: AP_3/39
Date: 17 April, 2026
To: Interested consultants
From: WRP Procurement Officer

Subject: Request for tenders (RFT): Development of the Strategic Roadmap for Capacity Development of Pacific Meteorological & Hydrological Services 2026-2035

1. Background

- 1.1. The Secretariat of the Pacific Regional Environment Programme (SPREP) is an intergovernmental organisation charged with promoting cooperation among Pacific islands countries and territories to protect and improve their environment and ensure sustainable development.
- 1.2. SPREP approaches the environmental challenges faced by the Pacific guided by four simple Values. These values guide all aspects of our work:
 - We value the Environment
 - We value our People
 - We value high quality and targeted Service Delivery
 - We value Integrity
- 1.3. For more information, see: www.sprep.org.

2. Specifications: statement of requirement

- 2.1. SPREP wishes to call for tenders from qualified and experienced consultants who can offer their services to develop a comprehensive Capacity Development and Training Roadmap for meteorological and hydrological services across Pacific Island Countries and Territories (PICTs).
- 2.2. The Terms of Reference of the consultancy are set out in Annex A.
- 2.3. The successful consultant must supply the services to the extent applicable, in compliance with SPREP's Values and Code of Conduct: <https://library.sprep.org/sites/default/files/sprep-organisational-values-code-of-conduct.pdf>. Including SPREP's policy on Child Protection, Environmental Social Safeguards, Fraud Prevention & Whistleblower Protection and Gender and Social Inclusion.
- 2.4. SPREP Standard Contract Terms and Conditions are non-negotiable

3. Conditions: information for applicants

- 3.1. To be considered for this tender, interested consultants must meet the following conditions:
 - i. Submit a detailed Curriculum vitae detailing qualification and previous relevant experience for each proposed personnel;
 - ii. Provide three referees relevant to this tender submission, including the most recent work completed;

- iii. Complete the **tender application form** provided (*Please note you are required to complete in full all areas requested in the Form, particularly the Statements to demonstrate you meet the selection criteria – DO NOT refer us to your CV. Failure to do this will mean your application will **not** be considered*).
Provide examples of past related work outputs
For the Technical and Financial proposals you may attach these separately.
 - iv. Must meet local registration requirements where the consultant is based.
- 3.2 Tenderers must declare any areas that may constitute conflict of interest related to this tender and sign the **conflict of interest form** provided.
- 3.3 **Tenderer is deemed ineligible due to association with exclusion criteria, including** bankruptcy, insolvency or winding up procedures, breach of obligations relating to the payment of taxes or social security contributions, fraudulent or negligent practice, violation of intellectual property rights, under a judgment by the court, grave professional misconduct including misrepresentation, corruption, participation in a criminal organisation, money laundering or terrorist financing, child labour and other trafficking in human beings, deficiency in capability in complying main obligations, creating a shell company, and being a shell company.
- 3.4 Tenderer must sign a declaration of **honour form** together with their application, certifying that they do not fall **into** any of the exclusion situations cited in 3.3 above and where applicable, that they have taken adequate measures to remedy the situation.

4. Submission guidelines

- 4.1. Tender documentation should demonstrate that the interested consultant satisfies the conditions stated above and in the Terms of Reference and is capable of meeting the specifications and timeframes. Documentation must also include supporting examples to address the evaluation criteria.
- 4.2. Tender documentation should be submitted in English and outline the interested consultant's complete proposal:
- a) **SPREP Tender Application form and conflict of interest form.** (*Please note you are required to complete in full all areas requested in the Form, particularly the Statements to demonstrate you meet the selection criteria – DO NOT refer us to your CV. Failure to do this will mean your application will **not** be considered*).
Provide examples of past related work outputs
For the Technical and Financial proposals you may attach these separately.
 - b) **Honour form**
 - c) **Curriculum Vitae** of the proposed personnel to demonstrate that they have the requisite skills and experience to carry out this contract successfully.
 - d) **Technical Proposal** which contains the details to achieve the tasks outlined in the Terms of Reference.
 - e) **Financial Proposal** – provide a detailed outline of the costs involved in successfully delivering this project submitted in United States Dollars (USD) and inclusive of all associated taxes.
 - f) Where relevant provide:
 - i. Business registration/license (For Entities/ Individual consultant's as per relevant national legislations)
 - ii. Tax Identification Number (TIN) Letter (If applicable for Individual consultant's as per relevant national legislations)

- 4.3. Provide three referees relevant to this tender submission, including the most recent work completed.
- 4.4. Tenderers/bidders shall bear all costs associated with preparing and submitting a proposal, including cost relating to contract award; SPREP will, in no case, be responsible or liable for those costs, regardless of the conduct or outcome of the bidding process.
- 4.5. The tenderer/bidder might be requested to provide additional information relating to their submitted proposal, if the Tender Evaluation Committee requests further information for the purposes of tender evaluation. SPREP may shortlist one or more Tenderers and seek further information from them.
- 4.6. The submitted tender proposal must be for the entirety of the Terms of Reference and not divided into portions which a potential tenderer/bidder can provide services for.
- 4.7. The Proposal must remain valid for 90 days from date of submission.
- 4.8. Tenderers must insist on an acknowledgement of receipt of tender.

5. Tender Clarification

- 5.1. a. Any clarification questions from applicants must be submitted by email to wrp.procurement@sprep.org before 04 May 2026. A summary of all questions received complete with an associated response posted on the SPREP website www.sprep.org/tender by 08 May 2026.
- b. The only point of contact for all matters relating to the RFT and the RFT process is the Weather Ready Pacific Procurement Officer.
- c. SPREP will determine what, if any, response should be given to a Tenderer question. SPREP will circulate Tenderer questions and SPREP's response to those questions to all other Tenderers using the SPREP Tenders page (<https://www.sprep.org/tenders>) without disclosing the source of the questions or revealing any confidential information of a Tenderer.
- d. Tenderers should identify in their question what, if any, information in the question the Tenderer considers is confidential.
- e. If a Tenderer believes they have found a discrepancy, error, ambiguity, inconsistency or omission in this RFT or any other information given or made available by SPREP, the Tenderer should promptly notify the Procurement Officer setting out the error in sufficient detail so that SPREP may take the corrective action, if any, it considers appropriate.

6. Evaluation criteria

- 6.1. SPREP will select a preferred consultant on the basis of SPREP's evaluation of the extent to which the documentation demonstrates that the tenderer offers the best value for money, and that the tender satisfies the following criteria:
- 6.2. A proposal will be rejected if it fails to achieve 70% or more in the technical criteria and its accompanying financial proposal shall not be evaluated.

I. Technical Score – 80%

Criteria	Detail	Weighting
Understanding of TOR, context and risks	Demonstrated understanding of Pacific NMHS/ Capacity development and training context, TOR objectives, PIC diversity, risks/assumptions, and gender & inclusion considerations	15%
Methodology & Workplan	Appropriateness, clarity, and feasibility of proposed approach for capacity assessment, roadmap design, validation and reporting, including stakeholder engagement strategy and data collection tools	30%
Relevant experience & track record	Proven experience with capacity development, training roadmaps, and NMHS/DRR/Climate services in PICs or comparable SIDS/regions ; evidence from similar assignments and references	20%
Key Expert(s) and team composition	Qualifications, skills mix and availability of proposed consultant/team (team leader, capacity dev/training expert, institutional or governance expert, GEDSI specialist) and balance of regional or local expertise.	15%

II. Financial Score – 20%

The following formula shall be used to calculate the financial score for ONLY the proposals which score 70% or more in the technical criteria:

$$\text{Financial Score} = a \times \frac{b}{c}$$

Where:

a = maximum number of points allocated for the Financial Score

b = Lowest bid amount

c = Total bidding amount of the proposal

7. Variation or Termination of the Request for Tender

- 7.1 a. SPREP may amend, suspend or terminate the RFT process at any time.
- b. In the event that SPREP amends the RFT or the conditions of tender, it will inform potential Tenderers using the SPREP Tenders page (<https://www.sprep.org/tenders>).
- c. Tenderers are responsible to regularly check the SPREP website Tenders page for any updates and downloading the relevant RFT documentation and addendum for the RFT if it is interested in providing a Tender Response.
- d. If SPREP determines that none of the Tenders submitted represents value for money, that it is otherwise in the public interest or SPREP's interest to do so, SPREP may terminate this RFT process at any time. In such cases SPREP will cancel the tender, issue a cancellation notice and inform unsuccessful bidders accordingly.

8. Deadline

- 8.1. **The due date for submission of the tender is: 18 May 2026, midnight (Apia, Samoa local time).**
- 8.2. Late submissions will be returned unopened to the sender.
- 8.3. Please send all tenders clearly marked “RFT WRP-2026-012: **Strategic Roadmap for Capacity Development of Pacific Meteorological & Hydrological Services 2026-2035**”

Mail: SPREP

Attention: WRP Procurement Officer

PO Box 240

Apia, SAMOA

Email: tenders@sprep.org (MOST PREFERRED OPTION)

Fax: 685 20231

Person: Submit by hand in the tenders' box at SPREP reception,
Vailima, Samoa.

Note: Submissions made to the incorrect portal will not be considered by SPREP. If SPREP is made aware of the error in submission prior to the deadline, the applicant will be advised to resubmit their application to the correct portal. However, if SPREP is not made aware of the error in submission until after the deadline, then the application is considered late and will be returned unopened to the sender.

SPREP reserves the right to reject any or all tenders and the lowest or any tender will not necessarily be accepted.

SPREP reserves the right to enter into negotiation with respect to one or more proposals prior to the award of a contract, split an award/awards and to consider localised award/awards between any proposers in any combination, as it may deem appropriate without prior written acceptance of the proposers.

A binding contract is in effect, once signed by both SPREP and the successful tenderer. Any contractual discussion/work carried out/goods supplied prior to a contract being signed does not constitute a binding contract.

For any complaints regarding the Secretariat's tenders please refer to the Complaints section on the SPREP website <http://www.sprep.org/accountability/complaints>

Annex A: Terms of Reference

Strategic Roadmap for Capacity Development of Pacific Meteorological & Hydrological Services 2026-2035

1. Background

Pacific Island Countries and Territories (PICTs) are highly exposed to tropical cyclones, floods, droughts, sea-level rise and coastal inundation, with small, dispersed populations and limited domestic resources to sustain observing, forecasting and communication systems. Since 1950, extreme hydrometeorological events in the Pacific have affected millions of people and caused substantial economic losses, threatening human security and critical infrastructure and underscoring the need for stronger early warning and climate services.

Pacific NMHSs have progressively organized under regional governance mechanisms such as the Pacific Meteorological Council (PMC), which provides political and technical leadership for weather, climate, ocean and hydrological services. PMC expert panels on climate services, education and training, aviation, marine, infrastructure and hydrology coordinate technical work and identify shared capacity gaps across the region.

The Pacific Islands Meteorological Strategy (PIMS) set an overarching vision for NMHS development and is widely regarded as the “navigational chart” for future service strengthening. To operationalise the Global Framework for Climate Services in a Pacific context, countries adopted the Pacific Roadmap for Strengthened Climate Services (PRSCS), which prioritises actions for climate information systems, user interface, observations, research and capacity development from national to regional levels.

Despite progress, many NMHSs still face critical shortfalls in basic observing networks, forecasting infrastructure, impact-based warning capability, skilled personnel, legislation and sustainable financing. Reviews commissioned through initiatives like Weather Ready Pacific have shown that while multiple projects operate in the region, support is often fragmented and short term, highlighting the need for a coordinated, long-term capacity development approach for meteorology and hydrology together.

Programs such as the Climate and Oceans Support Program in the Pacific (COSPPac), WISER, CREWS Pacific SIDS and Weather Ready Pacific have strengthened forecasting systems, IT capacity, impact-based forecasting and end-to-end multi-hazard early warning systems. A parallel push on hydrology, including the Pacific Early Warning Systems for Flood and Flash Flood Guidance and the Pacific Hydrological Services (PHS) Panel, is building institutional and technical capacity for flood forecasting and water resources management.

Experience from these initiatives shows that targeted, sustained capacity development covering human resources, institutional frameworks, infrastructure and user engagement is essential to maintain and expand services once project funding ends. Building on this, the Secretariat of the Pacific Regional Environment Programme (SPREP), through the Weather Ready Pacific Programme (WRP), seeks to engage a qualified consultant to develop a comprehensive Capacity Development and Training Roadmap for meteorological and hydrological services across Pacific Island Countries and Territories (PICTs). This Strategic Roadmap is explicitly

repositioned as a core delivery mechanism under Weather Ready Pacific (WRP) Key Result Area 5 (KRA5), serving as an operational regional implementation framework governed through PMC processes and directly supporting the Early Warnings for All (EW4ALL) pillar, rather than as a standalone study that risks sitting on the shelf. It is intended to be an everyday working tool in use across the region and will also function as the implementation document of the PIETR Panel, aligning national and regional priorities, sequencing investments over the next 5–10 years, and providing a strategic framework to strengthen technical competencies, enhance institutional capacity, improve service delivery, and directly support disaster risk reduction, climate adaptation, regional security, and the long-term resilience of essential weather, climate, ocean and hydrological services in the Pacific.

2. Objective

The primary objective of this consultancy is to develop a comprehensive, evidence-based Capacity Development and Training Roadmap that will:

- 1) **Assess current capacity levels** across Pacific meteorological and hydrological services, identifying critical gaps in technical skills, institutional capabilities, and human resources;
- 2) **Define priority training needs** aligned with operational requirements for weather forecasting, hydrological monitoring, climate services, data management, and early warning systems;
- 3) **Establish a strategic framework** for capacity development that addresses technical, institutional, and governance dimensions;
- 4) **Propose competency-based training pathways and modalities** suitable for Pacific contexts, including short courses, certification programmes, on-the-job training, regional exchanges, and online learning;
- 5) **Identify resource requirements** and design sustainable financing models to support roadmap implementation, including options for predictable, recurring funding for training and capacity development at national and regional levels;
- 6) **Enhance coordination** between national, regional, and international training providers; and
- 7) **Promote gender equality and social inclusion** in capacity development initiatives.
- 8) **Develop workforce sustainability models** for Pacific NMHSs, including retention strategies, succession planning frameworks, and minimum sustainable staffing levels tailored to operational requirements and country contexts.
- 9) **Link training outcomes to measurable operational service delivery improvements**, including forecast accuracy, warning lead times, service availability, and user satisfaction metrics.
- 10) **Position capacity development as a core enabler of regional security and service resilience**, ensuring that strengthened NMHS capabilities contribute to the continuity of critical services, protection of lives and livelihoods, and stability of Pacific Island communities.

3. Scope of Work

The consultant will undertake the following tasks:

3.1 Inception and Planning (Phase 1)

- Conduct an inception meeting with SPREP, PIETR panel, Project Task Team, and key stakeholders to finalize methodology, work plan, timeline and risks;
- Review relevant documentation, Pacific Island Meteorological Strategy, PIETR panel reports and decisions, WRP decadal investment plan, RTC feasibility study, including recent assessments of climate services, national meteorological and hydrological service strategies, WMO competency frameworks, and existing training programmes;
- Develop detailed data collection tools (surveys, interview protocols, focus group guides); and
- Prepare and submit an Inception Report outlining the approach, methodology, stakeholder engagement plan, and detailed timeline.

3.2 Capacity Assessment (Phase 2)

- Conduct comprehensive capacity assessments across selected Pacific Island Countries (minimum 8-10 countries representing diverse contexts and capacities).
- Assess technical competencies in:
 - ∞ Weather forecasting (nowcasting, short-range, medium-range, seasonal);
 - ∞ Hydrological monitoring and forecasting (rainfall, streamflow, reservoir management, flood forecasting);
 - ∞ Climate services development and delivery;
 - ∞ Early warning systems and disaster risk reduction;
 - ∞ Data management, quality control, and analysis;
 - ∞ Oceanographic and marine services;
 - ∞ Use of numerical weather prediction models and climate models; and
 - ∞ Communication and user engagement.
- Evaluate institutional capacity, including:
 - ∞ Organizational structures and governance;
 - ∞ Staff numbers, qualifications, retention rates, and succession planning;
 - ∞ Operational procedures and standard operating procedures (SOPs);
 - ∞ Inter-agency coordination mechanisms; and
 - ∞ Financial sustainability and resource mobilization.
- Identify gender and social inclusion dimensions in current capacity levels.

- Document best practices and lessons learned from successful capacity development initiatives within the region.

3.3 Training Needs Analysis (Phase 3)

- Synthesize findings from capacity assessments to identify priority training needs at individual, institutional, and systemic levels;
- Align training needs with WMO competency frameworks for meteorological and hydrological personnel;
- Prioritize needs based on:
 - Criticality to core service delivery
 - Number of staff requiring training
 - Urgency (immediate vs. medium-term vs. long-term)
 - Feasibility and resource requirements
 - Gender and inclusion considerations
- Categorize training needs by:
 - Technical domains (forecasting, hydrology, climate services, data management, etc.)
 - Career levels (entry-level, mid-career, senior/management)
 - Training modalities (formal education, short courses, on-the-job training, mentoring, e-learning)

3.4 Roadmap Development (Phase 4)

- Develop a 5–10-year Capacity Development and Training Roadmap with a clear vision, goals, objectives, and strategic pillars
- Develop plan to operationalize the Regional Training Centre Nadi (RTC-Nadi) and sustainability plan, working with Fiji Meteorological Service as host of RTC-Nadi, and in close collaboration with other regional training institutions and WMO Regional Training Centres, to ensure full alignment with the emerging Pacific regional training architecture.
- Define training pathways, competency framework and accreditations, for different career levels and technical domains, tailored and fit for purpose for Pacific NMHSs including linkages to regional and international certification pathways (e.g. WMO competency-based qualifications and relevant tertiary credentials);
- Identify suitable training providers (regional institutions, universities, international training centers, WMO Regional Training Centres)
- Propose training and capacity development delivery modalities appropriate for Pacific contexts:
 - Regional training workshops and courses
 - In-country training and mentoring/twinning programmes

- Attachments and study tours to leading meteorological/hydrological services
- Online and blended learning approaches
- Train-the-trainer initiatives
- South-South knowledge exchange
- Community of practices
- Develop an implementation plan with:
 - Phased approach (short-term: 1-2 years; medium-term: 3-5 years; long-term: 6-10 years);
 - Responsible institutions and coordination mechanisms;
 - Clear implementation ownership and long-term governance arrangements, including the roles of PMC, the PIETR Panel, SPREP, WMO and national NMHSs in overseeing, resourcing, and updating the Roadmap;
 - Resource requirements (budget estimates, staffing, infrastructure);
 - A sustainable training financing model, outlining options for recurrent funding (e.g. national budget allocations, cost-sharing arrangements, programme earmarking, and partner support) to maintain core training functions and the regional training architecture over time; and
 - Review and update (if needed) the PIMS and WRP monitoring and evaluation framework with indicators related to capacity development, explicitly linking training outputs to operational outcomes.
- Address cross-cutting themes:
 - Gender equality and women's empowerment
 - Youth engagement and career pathways
 - Integration of traditional knowledge
 - Public-private partnerships
 - Regional cooperation and resource sharing

3.5 Stakeholder Consultation and Validation (Phase 5)

- Facilitate regional validation workshop with representatives from National Meteorological Services, National Hydrological Services, Disaster Management Offices, WMO, training institutions, and development partners;
- Present draft roadmap and gather feedback;
- Conduct targeted consultations with key stakeholders as needed; and
- Incorporate feedback into final roadmap.

3.6 Finalization and Reporting (Phase 6)

- Finalize the Capacity Development and Training Roadmap incorporating all stakeholder feedback.

- Prepare executive summary and policy brief for decision-makers;
- Deliver final report with annexes (assessment data, stakeholder consultation records, resource materials); and
- Present final roadmap to SPREP management and partners.

4. Methodology

The consultant is expected to employ a participatory, evidence-based methodology that includes:

- **Desk review** of relevant literature, policy documents, service assessments, WMO frameworks, and existing training programmes;
- **Stakeholder consultations** through surveys, key informant interviews, focus group discussions, and workshops with National Meteorological Services, National Hydrological Services, Disaster Management Offices, training institutions, and development partners;
- **Capacity assessments** using structured tools aligned with WMO competency frameworks and regional service priorities;
- **Participatory analysis** to identify training needs and prioritize interventions;
- **Design of a digital learning transformation approach**, including use of Regional Learning Management System (LMS) platforms, remote forecasting mentorship, and blended learning modalities;
- **Regional validation workshop** to review draft roadmap and ensure ownership by Pacific Island Countries; and
- **Gender-responsive approach** ensuring women's voices are heard and gender considerations integrated throughout.

The methodology should be refined and detailed in the Inception Report following consultations with SPREP and other relevant stakeholders.

5. Deliverables

All written deliverables shall: (i) be concise and analytical, (ii) clearly distinguish main text from annexes, and (iii) provide sufficient implementation detail (roles, timelines, resourcing, and monitoring arrangements) to enable adoption and operationalization by PMC/PIETR and SPREP. The consultant is expected to produce the following deliverables:

No.	Deliverable	Time-line (days)
1	Inception Report including detailed methodology, work plan, stakeholder engagement strategy, data collection tools, timeline and risks.	5 days
2	Capacity Assessment Report documenting current capacity levels, gaps, and training needs across selected Pacific Island Countries	22 days

3	Draft Capacity Development and Training Roadmap (5-10 years) including clearly defined implementation and governance framework that assigns ownership, roles and decision-making arrangements at national and regional levels, implementation plan, resource requirements, and monitoring framework with indicators that track both training outputs and their linkages to service delivery improvements.	5 days
4	Regional Validation Workshop Report summarizing stakeholder feedback and recommendations	3 days
5	Final Capacity Development & Training Roadmap incorporating all feedback, with Executive Summary and Policy Brief	5 days
6	Final Consultancy Report documenting all activities, outputs, lessons learned, and recommendations	5 days

All deliverables must be submitted in English in editable format (Microsoft Word for documents; PowerPoint for presentations) and as PDF. The consultant will present the Inception Report, Draft Roadmap, and Final Roadmap to SPREP and stakeholders through virtual meetings and one regional validation workshop.

6. Qualifications and Experience

The consultant or consulting team must demonstrate the following qualifications and experience:

Essential Requirements

- **Advanced degree** (Master's or PhD) in meteorology, hydrology, atmospheric sciences, climate science, water resources management, or related field;
- **Minimum 10 years of professional experience** in training, workforce planning and operating meteorological and/or hydrological training services and institutes, with at least 5 years working in Pacific Island contexts;
- **Proven expertise** in capacity development, training needs assessment, and design of training programmes for technical services;
- **Strong knowledge** of WMO competency frameworks, standards, and best practices for meteorological and hydrological personnel;
- **Experience** conducting organizational assessments and developing strategic plans;
- **Familiarity** with Pacific Island meteorological and hydrological services, operational challenges, and institutional contexts;
- **Excellent analytical, writing, and presentation skills** with ability to produce high-quality reports and facilitate stakeholder workshops; and
- **Demonstrated ability** to work effectively with diverse stakeholders, including government agencies, regional organizations, and international partners.

Desirable Requirements

- Experience with climate services, early warning systems, and disaster risk reduction;

- Knowledge of hydrological monitoring networks, flood forecasting, and water resources management;
- Familiarity with regional training institutions (e.g., Regional Specialized Meteorological Centre Nadi, WMO Regional Training Centres);
- Understanding of gender and social inclusion in technical capacity development;
- Experience working with SPREP, Pacific Meteorological Council, WMO, or other regional/international organizations; and
- Previous consultancy experience with multilateral organizations or development partners.

7. Work Arrangements

- **Duty Station:** Home-based with travel to Pacific Island Countries for consultations and validation workshop.
- **Supervision:** The consultant will report to Weather Ready Pacific Programme Manager and the Capacity Development and Training Adviser and work closely with the Climate Science and Information programme at SPREP, and Fiji Meteorological Services (host of RTC).
- **Support:** SPREP will facilitate introductions to National Meteorological Services, National Hydrological Services, and key stakeholders; provide relevant documentation; and support logistics for the regional validation workshop.
- **PIETR Panel Task Team Group:** A Task Team will be established comprising representatives from SPREP, WMO, Pacific Meteorological Council, selected National Meteorological Services, and training institutions to provide technical guidance and review deliverables.

8. Duration and Schedule

- **Total consultancy duration:** 45 working days over 3 months
- **Start date:** 1st June 2026
- **End date:** 31st August 2026
- **Travel:** The consultant is expected to undertake travel to facilitate one regional validation workshop (location TBD).

9. Payment Schedule

Payment will be made upon submission and approval of deliverables according to the following schedule:

Mile-stone	Deliverable	Payment (%)
1	Inception Report approved	20%
2	Capacity Assessment Report approved	25%

3	Draft Roadmap approved and Validation Workshop completed	25%
4	Final Roadmap and all deliverables approved	30%

Travel costs (flights, accommodation, per-diem) for field consultations and the regional validation workshop will be covered separately according to SPREP travel policies.