

Mercy Corps Indonesia

Scope of Work

Consultants for Assessment High Conservation Value (HCV) dan High Carbon Stock (HCS)

Project/Consultancy Title: Assessment of High Conservation Value (HCV) and High Carbon Stock (HCS)

Project Location(s): Pekalongan District

Finance Department Code: 8500-613-20123-01

Background:

[Mercy Corps](#) is a leading global organization powered by the belief that a better world is possible. In disaster, in hardship, in more than 40 countries around the world, we partner to put bold solutions into action, helping people triumph over adversity and build stronger communities from within. [Mercy Corps Indonesia](#) helps people to recover from the crisis conditions they face and then turn it into an opportunity to improve the quality of life. Based on local needs, our programs help people across Indonesia with the tools and support they need. Mercy Corps Indonesia is part of the Mercy Corps family.

The Zurich Flood Resilience Alliance ('the Alliance') is a cross-sector collaboration between Zurich Insurance Group, NGOs, and academia. Zurich Insurance Group works with the humanitarian and civil society organizations Concern Worldwide, the International Federation of the Red Cross and Red Crescent Societies (IFRC), Mercy Corps, Plan International, and Practical Action, as well as research partners the International Institute for Applied Systems and Analysis (IIASA), the London School of Economics, and the Institute for Social and Environmental Transition-International (ISET). The Alliance was originally launched in 2013 with the goal of shifting focus from flood response and recovery to pre-event risk reduction. During this time, the partners will together implement a combination of pilot programs, research, knowledge management and work to persuade donors, policy-makers and practitioners to invest in flood prevention and preparedness through: increased and more effective financial investments in flood resilience; improved global and national policy for increased pre-event action to flood resilience; and, improved practice in flood resilience by key stakeholders.

In early 2024, the third phase of ZFRA program has commenced, where the Alliance changes its name into Zurich Climate Resilience Alliance (ZCRA). This change showcases broader scope of works of the Alliance in the new phase, beyond flood hazard. For ZCRA Indonesia, this third phase marks the start of our efforts to expand our reach and impact across other watersheds. While our initiatives will be extended by considering the complexity and dynamics in the new areas, but we will remain focusing in enhancing flood resilience in our current areas in Pekalongan City and Regency. Within the Alliance, Mercy Corps is spearheading the advocacy workstream, yet our activities exceed mere advocacy. Instead, we adopt a holistic approach, blending community-level works with science-based advocacy efforts to better create evidence basis of our message.

Since 2021, ZCRA Indonesia has focused on building community resilience based on economic sustainability through Resilient Livelihoods activities. Meanwhile, coastal areas face permanent flooding and inundation as a result of climate change and anthropological factors, including coastal land use development. Upstream areas, such as Petungkriyono and Talun sub-districts, boast extensive green land cover and biodiversity-rich forests. These forest areas not only possess high ecosystem value but also provide economic value that significantly impacts the sustainability of local livelihoods, such as timber, non-timber forest products, and environmental services.

Efforts to utilize natural resources for economic gain often clash with the need for conservation to achieve sustainable community goals. Currently, Mercy Corps Indonesia's ZCRA is pursuing community-based cultivation methods that integrate conservation approaches. This is crucial as a preventative measure and fosters an understanding that conservation is necessary not only in areas with high carbon stocks but also in agricultural cultivation areas. These areas, in the upstream part of Pekalongan, are generally located on steep slopes, making them highly vulnerable to erosion, landslides, and other gradients due to weather influences, particularly high rainfall. Some of the measures already implemented include:

Mercy Corps Indonesia

Scope of Work

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1. Planting Vertiver to prevent collapse with vetiver grass. This grass has deep roots and firmly binds the soil.
2. Strengthen the soil in areas with steep slopes using gliside stands, which have strong roots and are useful for soil fertilization, and whose leaves can be used as animal feed.
3. Planting coffee in areas with steep slopes to gradually shift vegetable crops to perennial crops.

To see the suitability of long-term conservation strategies in the MCI's ZCRA study area, the team felt it was necessary to conduct a High Conservation Value (HCV) and High Carbon Stock (HCS) Study. These studies are essential to map and identify significant conservation values and carbon stocks, while also identifying how communities interact with these resources. Therefore, the results of these studies can form the basis for developing sustainable landscape management strategies in Pekalongan Regency that balance ecological and socio-economic interests.

Purpose and Objectives:

Purpose of this study is to provide scientific evidence to ensure that development activities—such as plantations, agroforestry, restoration, or infrastructure—do not degrade ecological, social, or climate functions.

The objectives of the study are:

- Identify and map areas that have significant values that should be protected, including:
 - o Biodiversity value,
 - o socio-cultural value, or
 - o essentials ecosystem functions.
- Identify areas with high carbon stocks that should not be converted,
- Assess and analyse the conservation values and carbon stocks of areas that have identified,
- Formulating strategies and actions for sustainable land use, and
- Develop a consensus with public sectors and communities.
- Developing recommendations for stakeholders and policy makers.

Consultant Activities:

Phase 1: Preparation, Site Visit and Data Collection

a. Preparation of Documents & Thematic Maps

- Complete report document with management and monitoring recommendations.
- Map sets in A1, A3, and A4 sizes (hardcopy and softcopy).
- Digital formats: GeoTIFF, SHP, PNG/JPEG/TIFF.

b. Data Collection & Desk Study

- Multi-temporal satellite imagery (Landsat/Sentinel).
- Topographic data (DEMNAS/SRTM), spatial planning, slope, soil, and rainfall.
- Forest area and national and international conservation data (RAMSAR, IBA, EBA).
- Historical land cover data (5 periods).

c. Field Survey

- Spatial data validation in Simego Village (Petungkriyono), Sengare Village (Talun), and Jolotigo Village (Talun).
- Observation of flora and fauna biodiversity.
- Identification of community interactions with forest resources.

Phase 2: Identification, Data Processing, and Analysis

a. Identifying High Conservation Values (HCVs) and High Carbon Stocks (HCS):

- Identifying areas of critical biodiversity, protected species habitats, environmental service areas, and areas of high socio-cultural value to communities.
- Mapping areas with high carbon stocks as part of deforestation prevention efforts.

b. HCV-HCS Analysis

Mercy Corps Indonesia

Scope of Work

Consultants for Assessment High Conservation Value (HCV) dan High Carbon Stock (HCS)

- Spatial analysis to identify HCV and HCS areas.
- Socio-economic assessment of community forest assessment

Phase 3: Recommendation and Consultations

- a. Developing Recommendations:
 - Developing strategies for the protection and management of HCV/HCS areas, such as protection zones, monitoring, restoration, or rehabilitation.
 - Establishing measures for preventing damage risks and long-term monitoring.
- b. Consultation & Validation
 - Conducted using a door-to-door approach with stakeholders (Village Head, BPD, village officials, relevant agencies).
 - Consulting and engaging with local communities.
 - Ensuring that the rights of indigenous peoples and landowners are respected

Output/ Deliverables:

Consultant milestones to be achieved:

1. Final report document for the HCV–HCS assessment of Pekalongan Regency.
2. Recommendations for the management and monitoring of HCV–HCS values.
3. Set of thematic maps (A1, A3, A4, digital GeoTIFF & SHP formats).
4. Spatial database to support landscape management planning.

Timeframe / Schedule:

The implementation time of the activity is 2 January 2026 – 10 April 2026

The Consultant will report to:

- ZCRA Program Manager
- ZCRA Project Coordinator

The Consultant will work closely with:

- ZCRA RL Coordinator
- Landscape Management and Conservation Area Specialist

Required Experience & Skills:

In general, HCV/HCS consultants must have the following capabilities:

- Understanding of HCV/HCS management principles as outlined in the FSC (Forest Stewardship Council) and RSPO (Roundtable Sustainable Palm Oil) standards.
- More than 10 years of experience assessing HCV/HCS areas, including forestry, plantation, and mining management.
- Have been involved in at least 1 job at the government level (ministry/provincial/local agencies) in formulating recommendations for sustainable natural resource management.
- Experience identifying HCV/HCS areas within local government management.
- Have a comprehensive understanding of forest and environmental governance in Indonesia, and more specifically, Central Java.
- Ability to integrate management recommendations in HCV/HCS documents with company and local government management plans.

Mercy Corps Indonesia

Scope of Work

Consultants for Assessment High Conservation Value (HCV) dan High Carbon Stock (HCS)

Expertise	Description
Team Leader / HCV–HCS Specialist	Over 15 years of experience/Certified HCV/HCS assessor
GIS & Remote Sensing	Over 5 years of experience in ArcGIS/QGIS, satellite image interpretation, HCS/HCV delineation
Biodiversity	Over 5 years of experience in flora-fauna surveys, IUCN Red List, and habitats
Social Community	Over 5 years of experience in HCV 5–6 identification, focus group discussions, interviews, and participatory mapping. Understands Gender Equality, Disability, and Social Inclusion.
Legal & Spatial Analysis	Understands protected areas, land permits, and forestry regulations.
Technical Report Preparation	Understands HCV/HCS assessment reports according to HCVRN and HCSA standards.

How To Apply

Interested applicants (Individual Consultants or Firms) are invited to submit their proposal which should include the following:

- Consultant CV
- Technical Proposal
- Proposed budget

The proposal must be submitted via email to procurement@id.mercycorps.org before **10 December 2025**. Only shortlisted candidates will be contacted.

Diversity, Equity & Inclusion

Achieving our mission begins with how we build our team and work together. Through our commitment to enriching our organization with people of different origins, beliefs, backgrounds, and ways of thinking, we are better able to leverage the collective power of our teams and solve the world's most complex challenges. We strive for a culture of trust and respect, where everyone contributes their perspectives and authentic selves, reaches their potential as individuals and teams, and collaborates to do the best work of their lives.

We recognize that diversity and inclusion is a journey, and we are committed to learning, listening and evolving to become more diverse, equitable and inclusive than we are today.

Equal Employment Opportunity

We are committed to providing an environment of respect and psychological safety where equal employment opportunities are available to all. We do not engage in or tolerate discrimination on the basis of race, color, gender identity, gender expression, religion, age, sexual orientation, national or ethnic origin, disability (including HIV/AIDS status), marital status, military veteran status or any other protected group in the locations where we work.

Safeguarding Ethics

Mercy Corps team members are expected to support all efforts toward accountability, specifically to our stakeholders and to international standards guiding international relief and development work, while actively engaging communities as equal partners in the design, monitoring and evaluation of our field projects. Team members are expected to conduct themselves in a professional manner and respect local laws, customs and MC's policies, procedures, and values at all times and in all in-country venues.