African Parks Bénin
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www.africanparks.org

REQUEST FOR PROPOSALS (RFP)
SELECTION OF AN INDIVIDUAL CONSULTANT

Solicitation Reference: APN/PNW/PNP/2026/11/001

(Relaunch of APN/PNW/PNP/2026/07/001)

Parameter	Details
Assignment Title	**Senior Consultant in Security Technologies**: Inception Evaluation, Solution Design, and Implementation Audit
Organization	African Parks Network (APN) - Pendjari & W National Parks Republic of Benin
Contract Type	**Individual Consultant Contract (ICC)**
Contract Performance Period	o/a January 2, 2027, to o/a July 31, 2029
Duty Station	**Benin -** Pendjari and W National Parks, with travel between sites and the national headquarters in Cotonou as required
Reporting Line (Direct Supervisors)	Park Managers (PM) of Pendjari and W National Parks
Expected Start Date	**January 2, 2027** (or as soon as possible)
Selection Method	Combined Technical and Financial Evaluation (Quality and Cost-Based Selection - QCBS)
Submission Deadline	November 24, 2026, at 18:00 (Benin Time, GMT+1)
Indicative Selection Timetable	• Shortlist notified: o/a November 30. • Technical interviews : o/a December 2 – o/a December 4 • Decision notified : o/a December 15.

1. Context and Justification

African Parks is a non-profit conservation organisation that assumes full responsibility for the rehabilitation and long-term management of national parks in partnership with governments and local communities. We currently manage 24 national parks and protected areas in 13 countries covering more than 20 million hectares: Angola, Benin, Central African Republic, Chad, Democratic Republic of Congo, Ethiopia, Malawi, Mozambique, Republic of Congo, Rwanda, South Sudan, Zambia, and Zimbabwe. Since 2017, the Beninese government has entered into a long-term agreement with African Parks to revitalise, rehabilitate, and develop the Pendjari and W national parks. Together, these two parks form an important part of the W-Arly-Pendjari (WAP) complex, a transboundary landscape of global importance representing the largest intact wild ecosystem in West Africa.

To enhance operational security, African Parks is implementing an integrated Security Technology Enhancement Programme across both parks. The programme aims to strengthen the parks' ability to

Boards: Pendjari: Michel (Chairman), A. K. Alogninouwa, Ali D. Tiémoko, Toré Sotraté, J. M. Froment, E. Pironio, Abdel Aziz Baba-Moussa/
W-Bénin: H. Akpona (Chairman), J. M. Froment, E. Pironio, A. K. Alogninouwa, Abdel Aziz Baba-Moussa, Georges Sossou, J. Fransico

prevent, detect, assess and respond to security threats through the deployment of advanced technologies, including early warning systems, surveillance solutions, radar, ground sensors, drone and counter-drone capabilities, access control, command-and-control infrastructure, night vision technologies and other integrated security systems. Wherever operationally feasible, these technologies should also contribute to broader conservation objectives, including wildlife protection, ecological monitoring, law enforcement effectiveness and operational decision-making.

To support the successful delivery of this programme, African Parks is recruiting a Senior Security Technology Consultant to provide independent technical expertise throughout the assessment, solution design and implementation of the programme. The objective is to establish a sustainable Security Technology capability supported by appropriate governance, effective supplier support arrangements and empowered internal Technology teams.

The consultant will assess operational requirements, recommend appropriate technologies, support supplier selection, define technical standards, oversee system integration and technical acceptance, facilitate the recruitment and technical onboarding of a permanent Security Technology Lead, and deliver a comprehensive knowledge transfer programme for African Parks' Technology teams.

By the completion of the consultancy, African Parks should possess a fully implemented, documented and supportable Security Technology capability, with appropriate maintenance arrangements in place, enabling the Security Technology Lead and the Technology teams to sustainably supervise, operate and maintain the deployed systems.

2. Objective of the Assignment

The Senior Security Technology Consultant will provide independent technical expertise to support the assessment, design and implementation of an integrated Security Technology capability across Pendjari and W National Parks.

Working closely with Park Management, the Technology teams and other key stakeholders, the consultant will guide technology decisions, support the selection and integration of appropriate solutions, and ensure that the program delivers a sustainable capability aligned with African Parks' operational security and conservation objectives. The consultant will also conduct financial feasibility assessments of proposed solutions to support decision-making and ensure that selected options are practical, sustainable, and represent good value for money.

The consultant will also support the establishment of the governance, supplier support arrangements and knowledge transfer mechanisms required to ensure the long-term sustainability of the deployed capability. The assignment will conclude with the successful implementation, technical acceptance and handover of the Security Technology capability to the permanent Security Technology Lead, supported by African Parks' Technology teams and qualified suppliers.

The successful candidate should demonstrate sound technical judgement, proven experience in comparable security technology programs, and the ability to deliver practical solutions in demanding operational environments.

3. Key Deliverables

The Consultant will be responsible for the following key tasks:

1. **Assessment & Design:** Assess operational requirements and develop the Security Technology architecture, implementation roadmap, and strategic recommendations.
2. **Financial Feasibility:** Assess the financial feasibility of proposed solutions, ensuring they are not only functional and applicable, but also cost-effective, aligned with available budget, and represent good value for money.
3. **Recruitment Support:** Support the recruitment and early technical onboarding of the permanent Security Technology Lead.
4. **Procurement Support:** In coordination with the Security Technology Lead, support the evaluation of technology solutions and suppliers, and develop the technical specifications and evaluation criteria required for procurement.
5. **Implementation:** Support the Security Technology Lead in overseeing system integration, testing, and technical acceptance. Ensure Control Rooms in both parks are designed, implemented, and fully operational to required standards.
6. **Governance & Handover:** Establish the governance, documentation, supplier maintenance/support arrangements, and knowledge transfer required for long-term sustainability. Ensure the successful handover of a fully operational, integrated and documented Security Technology capability to the Security Lead, supported by African Parks's Technology teams and qualified suppliers.

4. Schedule of Payments

Payments will be milestone-based upon the satisfactory reception and written approval of each deliverable by the Park Managers. A Schedule of Payments will be incorporated into the contract during the awarding phase.

5. Key Relationships

- **Direct Supervisors:** Park Managers (Pendjari and W)
- **Key Collaborators:** Regional Operations Manager, Country Technology Manager, Park Techs, Security Technology Lead, and HO Head of Conservation Technology.

6. Required Qualifications and Experience

6.1 Academic Background

- **Master's Degree (or higher)** in Telecommunications Engineering, Electronics, Embedded Systems, Network Security, Defense/Military Technologies, Cybersecurity, or a highly related technical field.
- Advanced technical certifications in relevant fields (e.g., CISSP, drone piloting/operations, RF engineering) are highly desirable.

6.2 Professional Experience

- **Minimum 10 years of experience** at a senior level in one or more of the following fields: critical infrastructure security, advanced surveillance systems, defence technology,

telecommunications, cybersecurity, or drone/anti-drone systems.
- Proven experience leading or providing technical oversight for complex security technology programmes involving multiple technologies, suppliers and stakeholders.
- Experience as a security technology specialist, or in specialised roles such as electronic warfare, cybersecurity, or intelligence systems.
- Practical experience with one or more of the following technologies: radar, drone and counter-drone systems, surveillance systems, ground sensors, ISR or command-and-control platforms.
- Experience working in Africa, particularly in West Africa, is strongly appreciated.
- Experience with complex multi-stakeholder engagements.

6.3 Technical Skills

The profile is assessed as a whole. Candidates are not required to cover every area listed below in depth: strong expertise in the core areas (surveillance and detection, command and control and system integration, cybersecurity), combined with working knowledge of the other areas, is acceptable.

- Demonstrated experience in advanced surveillance, detection, and security systems.
- Strong knowledge of UAV/UAS systems and counter-drone solutions (C-UAS).
- Proficiency in RF detection, signal processing and ground sensor systems.
- Knowledge of AI-based surveillance and analysis solutions.
- Experience with command and control (C2) systems and operational centres.
- Familiarity with geolocation, GIS, multi-sensor data fusion, and satellite technologies.
- Strong understanding of cybersecurity in the context of critical infrastructure.
- Strong stakeholder engagement and communication skills

6.4 Personal Qualities

- Strong personal integrity and reliability.
- Team player with excellent problem-solving abilities.
- Ability to work in remote and austere environments.
- Results-oriented, motivated, creative, highly flexible, and able to adapt to change.
- Excellent written communication and report-writing skills.
- Proficiency in French; English is required.
- Commitment to African Parks' values.

Note on Proof of Experience

Given the senior and highly specialised nature of this consultancy, candidates will be required to provide verifiable evidence of relevant professional experience, including detailed CVs, project references and documentation demonstrating successful delivery of comparable security technology programmes.

7. Evaluation Criteria and Selection Method

Selection will follow the Quality and Cost-Based Selection (QCBS) method (Technical: 80% / Financial: 20%). A minimum technical score of **70 out of 100 points** is required to qualify for the financial evaluation.

7.1 Technical Evaluation Grid (Weight : 80%)

No.	Technical Evaluation Criterion	Max Points
1	**Academic Qualifications:** Level of degree, relevance to security tech, and advanced technical certifications.	**10**
2	**General Experience:** 10+ years at a senior level in security, defense, or critical infrastructure surveillance.	**15**
3	**Specific Project Experience:** Proven experience directing, designing, or auditing multi-vendor technology integrations in remote or high-threat environments.	**25**
4	**Core Technical Mastery:** Deep expertise in RF, radars, UAV/C-UAS, command and control (C2), and cybersecurity.	**20**
5	**Contextual Experience:** Previous assignments in West Africa and managing multi-stakeholder institutional relations.	**10**
6	**Methodology & Approach:** Quality, clarity, and realism of the proposed approach to fulfill the scope of work.	**10**
7	**Technical Interview:** (Shortlisted candidates only).	**10**
-	**Total Technical Score**	**100**

7.1.1 Detailed Sub-criteria (Weight: 80%)

No.	Sub-criterion	Max Points
1a	Degree level and relevance to the assignment	6
1b	Advanced technical certifications (e.g., CISSP, drone operations, RF engineering)	4
2a	Years of senior experience (0 points below 10 years; progressive scale above)	5
2b	Sector relevance (critical infrastructure security, defence, surveillance)	10
3a	Leading or designing multi-vendor, multi-stakeholder programmes	10
3b	Audit or integration experience in remote or high-risk environments	8
3c	Quality and verifiability of references	7
4a	RF, radar and ground sensors	5
4b	UAV/UAS and counter-drone (C-UAS) solutions	5
4c	Command and control (C2) and operations centres	5

No.	Sub-criterion	Max Points
4d	Critical infrastructure cybersecurity	5
5a	Experience in Africa, particularly West Africa	6
5b	Multi-stakeholder institutional relations	4
6a	Clarity and structure of the proposal	4
6b	Realism and feasibility of the roadmap	3
6c	Understanding of the APN / RFP context	3
7	Technical interview (shortlisted candidates only)	10
-	**Total Technical Score**	**100**

7.1.2 Shortlisting and Technical Interview

Shortlisting: compliant candidates who obtain at least 70% of the points available before the interview (63 out of 90) are shortlisted, up to a maximum of three (3) candidates.

Technical interview: shortlisted candidates are interviewed by video call (approximately one hour, in English and French). The consultant who submitted the application must attend personally, keep the camera on throughout the call, show a valid government-issued photo ID at the start and share their full screen for the duration of the interview. Interpreters, other persons and AI-based assistance tools may not be used by the candidate during the interview. The consultant named in the proposal cannot be replaced after submission.

7.2 Financial Evaluation (Weight: 20%)

The lowest qualified financial proposal (Fm) receives 100 financial points. Other proposals (F) are scored as follows:

$$\textbf{Financial Score (Sf)} = \mathbf{100} \times \left(\frac{\boldsymbol{Fm}}{\boldsymbol{F}}\right)$$

The final combined score is calculated as:

$$\textbf{Total Score} = \textbf{(Technical Score} \times \mathbf{0.80)} + \textbf{(Financial Score} \times \mathbf{0.20)}$$

For comparability, financial proposals are evaluated on the all-inclusive daily rate, which must cover all fees and expenses, including travel, accommodation and mission costs. Any expenses quoted separately will be added to the evaluated price.

8. Application Requirements

To be considered, candidates must submit a compliant dossier containing:

1. **A Technical Proposal / Cover Letter** stating the candidate's interest, experience, and specific methodology for this assignment.
2. **A detailed CV** mentioning the references of three (03) people with their email addresses to be contacted;
3. **A scanned copy of the required degree and certifications**;
4. **Documented proof of previous professional experience** relevant to this consultancy (project references, contracts, reports, etc.).
5. **Financial Proposal:** An all-inclusive daily rate in **USD** or **CFA**. The rate must include all fees and expenses (travel, accommodation and mission costs).

Administrative compliance: applications are screened for completeness before technical evaluation. An application is non-compliant if:

(i) any of the five documents above is missing;
(ii) the cover letter does not refer to this solicitation (reference and title);
(iii) the required degree is not completed and evidenced by a scanned certificate (programmes in progress are not accepted); or
(iv) references are missing or a reference has no email address.

Candidates are advised to check their dossier against this list before submission.

9. Submission Guidelines

Applications must be submitted electronically to the following secure address: **nadeged@africanparks.org** no later than **November 24, 2026, at 18:00 (GMT+1)**. The subject line of the email must read: **"RFP - Security Tech Consultant - APN Benin"**.

Please note that only shortlisted candidates will be contacted. Offers received after the deadline will not be evaluated.

African Parks is committed to diversity and encourages qualified female candidates to apply.