



**Support Programme for the Preservation of Forest Ecosystems in Mount
Nimba,
(PAPFor)**



Nimbaphrynoides occidentalis. Source: <https://en.wikipedia.org/wiki/Nimbaphrynoides>

Management Effectiveness of East Nimba Nature Reserve

IMET Baseline Assessment 2022

Report

By

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Nimba County, Senequellie, from 5 to 9 August 2022



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Acronyms

AML	: Arcelor Mittal Liberia
BIOPAMA	:Biodiversity and Protected Area Management
CEGENS	:Centre for the Management of the environment of Mount Nimba – Simandou
CMC	: Co-Management Committee
CPW	: Chief Park Warden
ENNR	:East Nimba Nature Reserve
EPA	: Environnemental Protection Agency
FDA	:Forestry Development Authority
IMET	:Integrated Management Effectiveness Tool
Lofa Co	: Lofa County
LPMUR	:Lake Piso Multiple Use Reserve
METT	:Management Effectiveness Tracking Tool
MoU	: Memorandum of Understanding
NGO	:Non-Government Organization
OIPR	: Office Ivoirien des Parcs et Réserves
PA	:Protected Area
PAME	:Protected Area Management Effectiveness
PAPFor	:Programme d’Appui à la Préservation des Ecosystèmes Forestiers en Afrique de l’Ouest/Support Programme for the Preservation of Forest Ecosystems in West Africa
RAPPAM	:Rapid Assessment and Prioritization of Protected Area Management
RIS	:Reference Information System
SAGE	:Site Level Assessment of Governance and Equity
SWOT	:Strengthens, Weaknesses, Opportunities, Threats
UNOPS	:United Nations Office for Project Services
WNR	:Wonegizi Nature Reserve

1. Context

The United Nations Office for Project Services (UNOPS) is an operational arm of the United Nations, supporting the successful implementation of its partners' peace building, humanitarian and development projects around the world. Mandated as a central resource of the United Nations, UNOPS provides sustainable project management, procurement and infrastructure services to a wide range of governments, donors and United Nations organizations. With over 6,000 personnel spread across 80 countries, UNOPS offers its partners the logistical, technical and management knowledge they need, where they need it. By implementing around 1,000 projects for our partners at any given time, UNOPS makes significant contributions to results on the ground, often in the most challenging environments.

The Mount Nimba PAPFor Project, funded by the European Commission (2019/412 421), is implemented by UNOPS in partnership with the Forest Development Authority (FDA) and the Co-Management Committee (CMC), OIPR and CEGENS. In the long term, the project aims to preserve the globally important Mount Nimba forest landscape ecosystems, contributing to biodiversity conservation, climate change resilience, water conservation and sustainable development of local communities. An important objective of the PAPFor project is to monitor and improve the effectiveness of protected area management. To achieve this, a key element of the PAPFor Nimba Mountains is the establishment of baseline IMET assessments in the landscape, currently numbering two nature reserves listed as Heritage in Danger

Location, Topography, and Access

ENNR is located in Nimba County in north-central Liberia. It lies within latitudes 7°24" and 7°37" North and 8°26" and 8°37" West. ENNR (as demarcated) has an area of 11,553 hectares (115.53 km² or 28,548 acres). The reserve is on part of the Nimba Mountains range. The altitude varies from 450m to 1,752 meters at Mount Nimba, which is the highest point in Liberia and is shared with Côte d'Ivoire and Guinea. There is great topographical diversity, with valleys, plateaus, rounded hilltops, rocky peaks, cliffs, waterfalls and bare granite blocks (EPA 2007). Nimba Mountains in Liberia, Guinea and Côte d'Ivoire The Reserve's main office is at Zortapa which is about 23km north-west of Sennequellie by road, which takes about 30mins. Sennequellie is the capital of Nimba County and is about 285km north-west of Monrovia by road, which currently takes about 6 hours. The Monrovia to Ganta road is being rebuilt, and when finished the journey will be much easier. The Ganta to Yekepa (the small town where AML is headquartered in ENNR) road is also going to be upgraded in the near future.

History, and Past Management

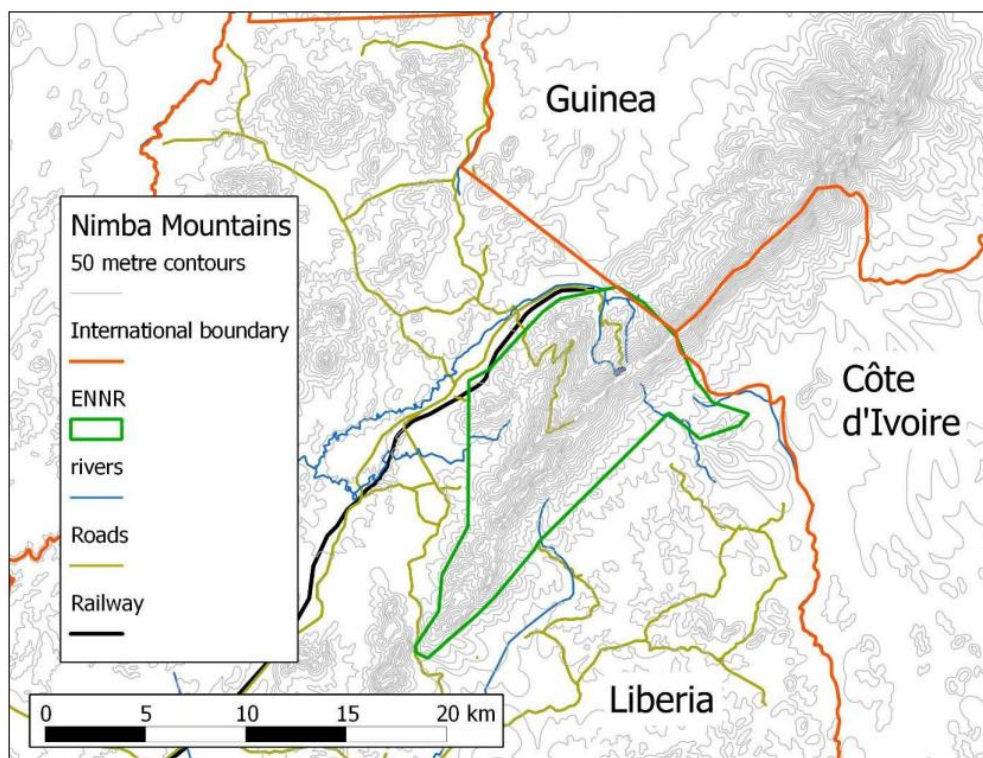
The ENNR was established (gazetted) in 2003, out of elements of the East Nimba National Forest, under the East Nimba Nature Reserve Act. No significant management presence was evident in the National Forest Reserve from the time of the establishment of the Bureau of Forest and Wildlife Conservation, around 1953, until mineral exploitation was initiated in the 1960s.

2. Methodology

IMET has 28 sections for the intervention context and 43 in the assessment part. Each section contains questions, the number of which depends on the settings made by the protected area team in collaboration with the coaches. Participants may be tempted to skip some of them. It is

indeed possible that certain sections do not concern the protected area assessed (for example specific sections relating to a marine protected area). However, you should read them one by one, in a systematic way, as if it were a checklist. Likewise, if we identify a problem (or a negative point) to solve, it is better - so as not to disperse - to complete the analysis of the entire table considered before formulating the solutions to be adopted.

This second step is about the review and the end of the filling of the intervention context, and the filling of the management assessment module. The operation of IMET takes place during a workshop with those responsible for the protected area management and, ideally, a representative of the central administration. Normally, the protected area is represented by its chief warden and its management team. Representatives of the populations and local partners must participate. However, their degree of participation will take into account the governance typology of the protected area.



Nimba Mountains in Liberia, Guinea and Côte d'Ivoire

3. ENNR General Information

Country: Liberia

Name: East Nimba Nature Reserve

Category: Ia

Data of gazetting: 2003

Surface: 115.53 [km²]

Agency: FDA and CMC

Biome: Upper Guinea Tropical Forest

Main values for which the protected areas have been gazetted:

Key Biodiversity Area, Alliance for Zero extinction site, High level of endemic species, Good legal and Policy frame work, Co-management and a Module for other PAs in Liberia

Vision: East Nimba Nature Reserve will become a role model for biodiversity conservation by Co-management between the government, community and stakeholders.

Mission: ENNR will become the best protected area in Liberia and will be famous internationally for co-management, ecotourism and research

Objectives:

1. Nimba Mountains have very special biodiversity and must have strict protection
2. ENNR will be co-managed by FDA and the local community, in partnership with AML, FFI, CI, etc
3. There should support for local community livelihood
4. Conservation Agreements will be to insure community support
5. Attempt to coordinate under this management plan, all NGO support provided to communities around ENNR, and attempt all through the conservation agreement framework.

4. Key elements

Animal Key Species

- *Chimpanzee*
- *Nimba flycatcher*
- *Viviparous toad*
- *Liberiictis kunni*
- *Giant swallow butterfly*
- *Duiker*
- *Diana monkey*

Plant Key Species

- *Lophera alata*
- *Terminalia superba*
- *Entandrophragma candolyse*
- *Picnanthus angolensis*

Terrestrial and marine habitats - land-cover, land-change and land-take

- Tropical rain forest
- Savanna
- Rivers
- Swamp
- Mountains
- Waterfalls
- Caves

5. Key values sensitive to climate Change

- Viviparous Nimba Toad
- Nimba flycatcher
- Chimpanzee
- Swamp
- Tropical rainforest
- Water
- Heritira utilis
- Savannah
- Grassland
- Non Timber Forest Products

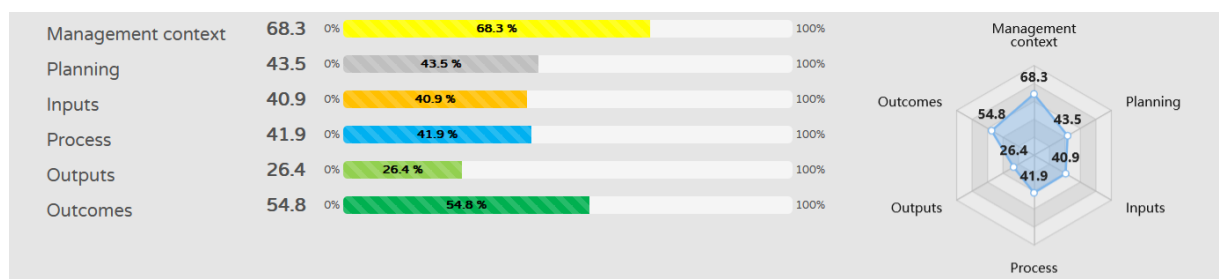
6. Ecosystem services

- Water cycling
- Important habitats (bird nesting sites - sea spawning grounds - nursery habitats)
- Educational
- Science - Research
- Walking, hiking and general recreation
- Ecotourism and nature watching
- Wind erosion control
- Water erosion control
- Storm protection
- Drought control
- Flood control
- Net primary production (vegetation)
- Human food - vegetal (tubers, fruits, honey, mushrooms, seaweed, etc.) - illegal
- Water supply - legal
- Human food - animal (wild / farmed meat, seafood, insects) - illegal
- Human food - vegetal (tubers, fruits, honey, mushrooms, seaweed, etc.) – legal

7. Threats

- Storms and flooding
- Droughts
- Climate change
- Boundary rectification
- Roads Pave
- Other: Increased rainfall and seasonal changes
- Damage and changes to habitat
- Doe leave

8. Management Effectiveness Analysis



The graph shows that the management context scores well at 68.3%, followed by the effects/impacts at 54.3%. The other elements of the management cycle are below average. The following table will provide further details to help understand why this is the case. Understanding the strengths and weaknesses will allow good management decisions to be made.

Management context 68.3	Value and Importance 82.25	External constraints or supporting 49.59	Threats -52.23						
	Value and Importance	Special Designations 75	Key Species 76.67	Terrestrial and marine habitats 92.98	Climate Change 73.33	Ecosystem services 93.25	Value and Importance 82.25		
Planning 41.9	Adequacy of legal and regulatory provisions 40.74	Design and layout of the protected area 33.33	Demarcation of the protected area 63.89	Management plan 50	Work/Action plan 30	Objectives of the protected area 33.33			
Inputs 42.7	Basic information 52.13	Staff 33.33	Current budget 37.5	Securing the budget 66.67	Infrastructure, equipment and facilities 33.33				
Process 41.9	Internal management systems and processes 46.6	Management / Protection of the values 40.4	Stakeholder relations 35.3	Tourism management 31.3	Monitoring and Research 29.2	Management of the effects of climate change and ecosystem services 63.5			
	Internal management systems and processes	Staff capabilities programme and training 36.67	Human resource management policies and procedures 37.04	Analyse the degree of staff motivation (job suitability) 55.56	Management orientation of the protected area 66.67	Budget and financial management 58.33	Maintenance of infrastructure, equipment and facilities 25.32	Internal management systems and processes 46.6	
	Management / Protection of the values	Managing the values and key elements of the protected area with specific actions 58.93	Ranger patrols management (Law enforcement) 28.89	Intelligence / investigations / case development /charging management (Law enforcement) 33.33	Management / Protection of the values 40.4				
	Stakeholder relations	Cooperation with the stakeholders 62.5	Appropriate benefits/assistance for local communities 23.33	Environmental education and public awareness 20	Stakeholder relations 35.3				
	Tourism management	Management of visitors' facilities and services 29.17	Management of visitors' impact 33.33	Tourism management 31.3					
	Monitoring and Research	Monitoring systems for natural and cultural resources 33.33	Research and biomonitoring 25	Monitoring and Research 29.2					
	Management of the effects of climate change and ecosystem services	Management of the effects of climate change 50	Ecosystem services 77.08	Management of the effects of climate change and ecosystem services 63.5					
Outputs 26.39	Implementation of the work/action plan 33.33	Annual outputs – targets – achievement 33.33	Area domination 12.5						
Outcomes 54.8	Achievement of long-term conservation objectives of the management 33.33	Conditions and trends of the key conservation elements of the protected area 38.33	Effects and outcomes for stakeholders on quality of life 23.61						

8.1. Management context

The assessment showed that the Nimba Nature Reserve enjoys a very high conservation status as an Important Bird Area, a biodiversity hotspot and is a site with very high endemism recognized as a habitat for the very famous viviparous toad. Although enjoying this great designation and importance, this protected area is very little supported by the various stakeholders, namely national and international partners and public authorities. This lack of sufficient support is reflected in the inadequacy of personnel, including the area's surveillance agents, and the very limited budget allocated to management activities. Thus, the reserve faces several pressures and threats characterized by boundary changes, lack of buffer zone, poaching and the establishment of development infrastructures, etc.

8.2. Planning

The ENNR is a small protected area with a geographic configuration that is not good because it is longer than it is wide. This poor configuration is detrimental to the vitality of the species. It has legal status as a protected area. The physical demarcation of this protected area is relatively good but needs improvement especially in the communication of boundary information, availability of geo-referenced boundary and zoning data. Its management plan developed in 2014 for 5 years is largely outdated. It is in need of revision. An annual work plan of work is available but is only partially funded. Only uninspiring salaries are regularly paid by the FDA. The protected area has gaps in tourism planning, governance and initiation of social actions for local communities.

8.3. Inputs

The protected area has identified the key elements on which it bases its management. Unfortunately, however, there is a serious lack of basic information to make good management decisions. The staff of the protected area is largely insufficient and unmotivated to ensure effective management of the site. The budget allocated to the management of the park is largely insufficient. In addition, there is a lack of infrastructure and facilities to promote tourism.

8.4. Process

ENNR is making efforts to ensure good internal management of its human and financial resources, albeit very limited. This protected area has a lot of tourist potential offered by a magnificent landscape. Unfortunately, they are not developed at all. Tourism and research are at a standstill. The staff on site composed mainly of forest rangers needs capacity building at all levels to be up to their conservation task. This capacity building would require an adequate training and retraining program for park staff. It is important that the park agents are sufficiently educated on computer tools such as computers, tablets and smartphones. Unfortunately, this capacity building program does not exist in the park. The existing infrastructure in this case the office leaves much to be desired as it is inadequate and completely unsuitable for the current times.

The protected area is making efforts to preserve key elements such as key species and ecosystem services but the effective control of the area is far from being achieved due to the lack of sufficient forest guards at the same time as the means allocated to patrols sometimes arrive late and in a context of lack of adequate infrastructure and inadequate equipment such as GPS, tablets, surveillance cameras, etc....

ENNR prioritizes activities according to the resources available. But the inexistence of an intelligence cell to deal with any eventuality, especially with regard to the protection of key animal species, is a major handicap in the actions undertaken to manage the protected area.

In terms of collaboration with stakeholders, mainly local communities, the protected area is in a good position, but they receive very few direct benefits from their remarkable involvement in the management of this area. In addition, there is practically no service in charge of environmental education for youth and adults.

Regarding biomonitoring and research, the protected area has much to do as the needs are immense to know the status of key species, update the inventory data on fauna and flora and other natural resources as important as the protected area abounds.

However, we must recognize that the allocation of limited resources to the protection of the values of the protected area contributes to the mitigation of the effects of climate change while preserving ecosystem services.

8.5. Outputs

Although developed annually, the work plan is only partially funded through the allocation of salaries for staff. This results in partial implementation of the work plan and little monitoring of the protected area. Fortunately, the collaboration with local communities is able to substantially fill the gaps in the monitoring officers' work.

8.6. Outcomes

In the long term, the focus of ENNR's actions on the protection of values is achieving the fundamental objectives that led to the creation of this protected area. Significant effects and impacts are being produced as species and ecosystem services are being preserved despite ongoing threats.

9. SWOT Analysis

Strengths	Weaknesses
<ul style="list-style-type: none"> • Legal status : ENNR Act, 2003 • Globally important species • Co-Management Agreement, 2010 CMC is good at community mobilization • Some trained and experienced staff • Offices in all 3 zones Auxiliaries are fit for patrols • Boundary is demarcated 	<ul style="list-style-type: none"> • Inadequate staff • Limited patrol equipment • Limited financial resource • Inadequate train staff • Outdated management plan • Lack of operational fund • No buffer zone • No maintenance of equipment • Auxiliaries poorly paid • Low capacity in forest and resources management • Poor provision for livelihoods for communities around ENNR • Communities not consulted on major decisions on ENNR • No internet.

	<ul style="list-style-type: none"> • Relatively small in area 11,553ha – and therefore vulnerable
Opportunities	Threats
<ul style="list-style-type: none"> • Lobby with partners • Transboundary PA collaboration • MoU between FDA and AML signed • PAPFor supports ENNR • Community participates in forest management 	<ul style="list-style-type: none"> • Limited livelihood opportunity for local community • Encroachment, fire and poaching • Undefined boundary line with neighbouring countries • Population growth • Wild fires • Violation of Co-Management Agreement • Withdrawal of support by environmental NGOs • Hunting / fishing • Mining Political instability [Population pressure – people will move from the new mine towards ENNR]

10. Operating Recommendations

- a. Training and capacity building for staff and local communities, and improve communication system infrastructure,
- b. Develop a sustainable livelihood program for local communities.
- c. FDA should provide adequate financial support for the PA, and employ at least 50 rangers and increase staff salary by 50% and arm the rangers.
- d. Update the management plan with a clearly defined vision, mission and objectives while emphasizing tourism, research and the clear demarcation of common boundaries shared with neighboring countries.

11. Conclusions

The management of ENNR has an IMET index of 46% (the average score of the six elements of the management cycle). The assessment showed that this PA has a very high conservation status as an Important Bird Area, a Biodiversity Hotspot and is a site with very high endemism recognized as a habitat for the very famous viviparous toad. However, it is a small protected area with a poor geographic configuration that is detrimental to the vitality of the species. The protected area has identified the key elements on which it bases its management. Unfortunately, there is a serious lack of basic information to make good management decisions.

ENNR is making efforts to ensure good internal management of its limited human and financial resources. This site has a lot of tourist potential offered by a magnificent landscape. Unfortunately, they are not developed at all. The staff needs capacity building at all levels to be up to their conservation task. The work plan is partially funded through the allocation of salaries. This results in partial implementation of the work plan and little monitoring of the protected area. Fortunately, the collaboration with local communities has substantially filled the gaps in the monitoring officers' work. In the long term, the focus of ENNR's actions on the protection of values is achieving the fundamental objectives that led to the creation of this protected area.

Annexe 1 : List of participants

N°	Name	Title	Structure/ Organisation	Contact
1	El Amara Konuwah	Chief Park Warden	FDA/ENNR	elamarakonuwah27@gmail.com
2	Grace Kotie Zansi	Park biologist	FDA/ENNR	gracekotee1@gmail.com
3	Hamison Geh	Zone Warden	FDA	0777860091
4	Moses N. Gonshan	Zone Warden	FDA	0777949463
5	J. David Z. Ricks III	Administrator	FDA	0777031810
6	Saye Thompson	Chairman	CMC	Thompsonsaye575@gmail.com 0775461204
7	Wellington Y. Tun	Member	CMC	0775838214
8	Hellen Weanguoi	Challain	CMC	0777888554
9	Amelia Konda	Ranger	FDA	
10	Dada, S. Konkah	Secretary	CMC	dadakonkay@gamil.com 0775084490
11	Joe Daye	Co-chairman	CMC	0776298109
12	James Karmen	Pro	CMC	jkamen2020@gmail.com 0775464052
13	Samuel K. Freeman	CPW	WNR/Lofa Co	Freemansamuel1983@gmail.com 0777421078
14	Beyan Flomo	Zone Warden	WNR/Lofa Co	0777952786
15	Allen Gweh	Conservation Assistant	WNR/Lofa Co	
16	Bility Geninyan	CPW	LPMUR/Grand Cape Mount Co	
17	James GL Gbeaduh	Conservator Assistant	FDA/Lake Piso	j.gbeaduh@gmail.com 0886459072

Annex 2 : Photos of participants



Annexe 3 : Terms of Reference

	<p>Job Profile</p>
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I. Post Information	
<p>Post Title: Capacity Building Senior Officer</p> <p>Organizational Unit: UNOPS - GUINEA</p> <p>Supervisor/ Grade: IICA 2</p> <p>Source of Funding: UE PAPFor</p>	<p>Proposed Grade: ICS 9/ IICA 1</p> <p>Approved Grade: ICS 9/ IICA 1</p> <p>Post Classified by: IPAS HR</p> <p>Classification Approved by :</p>

II. Organizational Context
<p>The United Nations Office for Project Services (UNOPS) is an operational arm of the United Nations, supporting the successful implementation of its partners' peacebuilding, humanitarian and development projects around the world. Mandated as a central resource of the United Nations, UNOPS provides sustainable project management, procurement and infrastructure services to a wide range of governments, donors and United Nations organizations. With over 6,000 personnel spread across 80 countries, UNOPS offers its partners the logistical, technical and management knowledge they need, where they need it. By implementing around 1,000 projects for our partners at any given time, UNOPS makes significant contributions to results on the ground, often in the most challenging environments.</p> <p>Project Information:</p> <p>For this PAPFor Mount-Nimba project, which is recruiting a consultant-trainer, UNOPS is acting as lead contractor and project manager.</p> <p>The Mount Nimba PAPFor Project, funded by the European Commission (2019/412 421), is implemented by UNOPS in partnership with the Forest Development Authority (FDA) and the Co-Management Committee (CMC), OIPR and CEGENS. In the long term, the project aims to preserve the globally important Mount Nimba forest landscape ecosystems, contributing to biodiversity conservation, climate change resilience, water conservation and sustainable development of local communities. An important objective of the PAPFor project is to monitor and improve the effectiveness of protected area management. To achieve this, a key element of the PAPFor Nimba Mountains is the establishment of baseline IMET assessments in the landscape, currently numbering two nature reserves listed as Heritage in Danger.</p>

Local Context:

The only language used in Liberia is English. The trainer will have to prove a better knowledge of English to be able to deliver this training which concern the :

- Introduction to the use of the IMET tool (basic information on the tool and the toolkit)
- prefilling in the intervention context by the Reserve managers at least one day before the start of the assessment activities.
- Supporting the reserve managers in mastering the use of the IMET tool, understanding the different steps of the tool and encoding the answers provided in a consensual manner.
- Training of 15 (fifteen) participants representing all stakeholders (administration, civil society, local communities and partners). They will collect data on the six elements of the protected area management effectiveness cycle. Once the data is encoded, participants formulate clear objectives for improving the situation of a problem identified by the IMET at the end of each stage of the intervention context and each element of the management cycle.
- Analysis of the results represented by graphs and histograms which visualize the level of information collection on the state of the intervention context and the state of management effectiveness obtained during the test.
- In summary, the training will start with a general analysis of the visualization to detect contradictions, important points that agree; try to understand why the situation exists and what can be done to improve it. Try to understand the discrepancies and formulate solutions. In a participatory and consensual way, the trainees formulate key recommendations to improve the effectiveness of the management of the reserve and the data are used to revise the management plan.

III. Functions / Key Results Expected

Summary of functions:

The Training Consultant will have four main activities to carry out during the consultancy, namely:

1. training of ENNR Liberia rangers in the use of the IMET tool;
2. evaluation of the management effectiveness of ENNR;
3. the in-depth analysis of the data collected;
4. the production of the final report on the management effectiveness of ENNR.
5. make the json file available to the project at the end of the training-evaluation

1. Delivery

- The Json file of the ENNR evaluation.
- A report including how the assessment was conducted, the main findings and lessons learned.
- A synthesis of proposals and recommendations on the relevant Mount Nimba (Liberian side) to review the management plan.
- Installation of the IMET tool on trainees' computers

2. Procedures

The consultant will adopt the following approaches:

- Train the participants on the basic concepts and rationale of management effectiveness assessment
- Focus on practice rather than theory
- Prepare a manual to support the training
- At the same time as training, it will also be assessing the management effectiveness of the ENNR;

3. Working methods and conditions

- The training will be held in Liberia at ENNR.
- The trainer will work under the coordination of the PAPFor Mount Nimba Project Manager.
- He/she will work in close collaboration with the Chief warden and the monitoring-planning or monitoring-evaluation unit of the ENNR for the duration of the training.

- **Duration and timing of the assignment** : 10 calendar days
- **Completion time:** the overall completion time of the assignment is a maximum of 10 calendar days, excluding validation time, from the date of signature.
- **Expected period:** From 25 May 2022

V. Competencies



Treats all individuals with respect; responds sensitively to differences and encourages others to do the same. Upholds organizational and ethical norms. Maintains high standards of trustworthiness. Role model for diversity and inclusion.



Acts as a positive role model contributing to the team spirit. Collaborates and supports the development of others. **For people managers only:** Acts as positive leadership role model, motivates,

directs and inspires others to succeed, utilising appropriate leadership styles



Demonstrates understanding of the impact of own role on all partners and always puts the end beneficiary first. Builds and maintains strong external relationships and is a competent partner for others (if relevant to the role).



Efficiently establishes an appropriate course of action for self and/or others to accomplish a goal. Actions lead to total task accomplishment through concern for quality in all areas. Sees opportunities and takes the initiative to act on them. Understands that responsible use of resources maximizes our impact on our beneficiaries.



Open to change and flexible in a fast paced environment. Effectively adapts own approach to suit changing circumstances or requirements. Reflects on experiences and modifies own behavior. Performance is consistent, even under pressure. Always pursues continuous improvements.



Evaluates data and courses of action to reach logical, pragmatic decisions. Takes an unbiased, rational approach with calculated risks. Applies innovation and creativity to problem-solving.



Expresses ideas or facts in a clear, concise and open manner. Communication indicates a consideration for the feelings and needs of others. Actively listens and proactively shares knowledge. Handles conflict effectively, by overcoming differences of opinion and finding common ground.

VI. Recruitment Qualifications

Education:	A Master degree in environmental sciences and forest management or equivalent is required
Certification:	Specialized in the fields of environment, conservation of protected areas, environmental assessment, rural local development and governance.

Experience:	<p>Mastery of other assessment tools besides the IMET, namely METT, RAPPAM is required</p> <p>Be a recognised member of the IMET trainers and users network in Africa is required</p> <p>Have already conducted at least two assessments in English-speaking countries in Africa. Having done so in a West African country is an asset.</p> <p>At least 2 years experience in training and evaluating protected area managers in management effectiveness assessment is an advantage</p> <p>Have already carried out an assessment in one of the PAPFor landscape countries is an asset</p>
Language Requirements:	Bilingual (English and French)