The Global Biodiversity Standard

The Global Biodiversity Standard Mentoring Procedural Guide

SER SOCIETY FOR ECOLOGICAL RESTORATION

BOTANIC GARDENS CONSERVATION INTERNATIONAL

1. Executive Summary

The Global Biodiversity Standard (TGBS) Mentoring Program is a capacity-building initiative designed to enhance biodiversity outcomes in ecosystem restoration projects worldwide. It supports practitioners, institutions, and government agencies to align their work with the TGBS certification framework, ensuring scientifically credible, socially inclusive, and ecologically effective restoration practices.

This guide outlines the structure, benefits, and delivery of the TGBS Mentoring Program. It defines the target audiences, including restoration practitioners, private sector initiatives, NGOs, agri-businesses, community-based organisations, and both local and national governments. Mentoring is tailored to project stage and certification readiness—whether projects are in early planning, implementation, or already certified—offering support ranging from foundational design to adaptive management and long-term sustainability.

The mentoring is delivered through three modular tracks: **TGBS Essentials** (core certification knowledge), **TGBS Sustainability** (advanced implementation and monitoring), and **TGBS Enrichment** (specialist topics such as seed-based restoration, genetic diversity, and invasive species control). These are offered via two primary formats: group-based workshops and one-to-one mentoring, with options for short-term sessions or long-term engagement.

Roles and responsibilities are clearly defined for the TGBS Secretariat, Hub partners, mentors, and mentees. The program also includes robust evaluation and alignment mechanisms to ensure consistency and quality across all hubs, facilitated by a global Hub Mentoring Forum. A centralised digital portal provides tools, resources, and templates to support knowledge exchange and progress tracking.

Pricing is structured to reflect delivery type, location, and organisational capacity, ensuring affordability and sustainability while enabling hubs to tailor services to local contexts.

By fostering knowledge transfer, technical support, and continuous improvement, the TGBS Mentoring Program empowers projects to increase their ecological integrity, stakeholder engagement, and long-term biodiversity impact—contributing meaningfully to the global restoration agenda.

Contents

2. Introduction

The Global Biodiversity Standard (TGBS) Mentoring Program is intended to support restoration practitioners and project leaders to improve positive outcomes for biodiversity, ecosystems, and communities by fostering best practices in tree planting, agroforestry, and ecological restoration. It offers tailored support, encourages knowledge sharing, and aligns projects with TGBS standards to drive measurable improvements in ecological integrity, biodiversity, and socioeconomic benefits.

Participants who receive personalized and workshop mentoring will be expected to be able to adopt best practices in ecosystem restoration and align with TGBS certification requirements, improving project outcomes and contributing to long-term biodiversity recovery. TGBS Mentoring is designed to help participants achieve successful certification under The Global Biodiversity Standard.

3. Target Audiences

The TGBS mentoring program is designed to support a range of restoration project implementers and practitioners to align restoration projects with TGBS. These include:

- **Restoration Practitioners and Consultants** seeking to improve understanding of and how to implement international standards in ecosystem restoration.
- **Private Sector Restoration Initiatives**: Companies involved in land rehabilitation, carbon or biodiversity schemes, and other nature-based solutions as part of sustainability commitments seeking to increase their impact and/or gain certification.
- **Local and International NGOs** actively involved in reforestation, ecosystem restoration and biodiversity conservation seeking to enhance their biodiversity outcomes.
- **Agri-business, agriculture cooperatives and smallholder farmers** practicing regenerative agricultural practices, seeking increased resilience and certification to enhance commodity value.
- **Community-based organizations** engaged in ecosystem restoration with Indigenous Peoples and Local Communities (IPLCs), smallholder farmers or youth groups seeking to integrate biodiversity into restoration efforts.
- **Governments and Local Authorities:** National and sub-national governments, including local governments and municipal restoration teams, implementing biodiversity-friendly policies, tree planting programs, and green infrastructure projects, and seeking to align restoration efforts with international biodiversity standards.

4. Objectives

The TGBS Mentoring Program incorporates a wide range of objectives:

- Improve participants' ability to align with The Global Biodiversity Standard, with a particular emphasis on knowledge transfer in restoration, biodiversity monitoring, and adaptive management.
- Increase the number of people with skills, knowledge, and capacity to implement ecosystem restoration projects with high positive impacts for biodiversity.
- Increase the quality of the applications received and the ability of the applicants to meet TGBS certification requirements.
- Increase participants' knowledge of the principles and practice of ecosystem restoration, including ecological restoration, agroforestry and tree planting.
- Improve long-term positive biodiversity outcomes, including ecosystem resilience, habitat, species and genetic diversity; adaptive management; and socioeconomic benefits, as measured by TGBS certification.
- Facilitate projects to advance through the tiers of TGBS certification.

5. Benefits

The TGBS mentoring program helps restoration projects of all kinds to enhance biodiversity outcomes and align with best practices, whether or not they are seeking formal certification. Core benefits of mentoring include:

- Understanding and applying TGBS principles and frameworks
- Strengthening project design to align with biodiversity goals
- Enhancing stakeholder engagement and inclusion of Indigenous Peoples and Local Communities (IPLCs)
- Developing or refining reference ecosystems and baseline conditions
- Improving biodiversity monitoring and evaluation practices
- Supporting adaptive management for greater long-term impact
- Preparing for certification, re-certification, or internal self-assessments

Tailored Support by Project Stage

While the benefits above apply broadly, mentoring is tailored to meet the specific needs of different project stages:

- **Projects in Preparation (0–1 years):** Mentoring supports foundational design choices to ensure alignment with TGBS from the outset and increases the likelihood of achieving a certified plan.
- **Early-stage Projects (2–10 years):** Mentoring helps projects adjust management activities and fill key gaps before they become embedded, supporting applications for pre-certification and maximising biodiversity outcomes.
- **Longer-term Projects (>10 years):** Mentoring enables established projects to apply adaptive management, strengthen biodiversity gains, and align with TGBS for full certification.
- **Certified Projects:** Mentoring helps projects maintain compliance, improve scores, and leverage certification for greater impact and potential advancement to higher certification tiers.
- **Projects Not Seeking Certification:** Mentoring also benefits projects that are not pursuing certification but wish to apply best practices in restoration. It supports informal use of TGBS frameworks, self-assessment, and adaptive learning based on certified examples.

6. TGBS Mentoring Modules

6.1 TGBS Essentials

The TGBS Essentials module provides foundational knowledge and the key components of TGBS certification, which is underpinned by the methodology developed by the Society for Ecological Restoration (SER), Botanic Gardens Conservation International (BGCI) and other partners of The Global Biodiversity Standard.

Goal: To introduce the TGBS criteria, the ecosystem integrity Five-Star System, the socioeconomic evaluation, the level of protection Five-Star system, baseline and reference model development, best practices for monitoring, evaluation, and adaptive management, data collection methods, and the TGBS scoring system.

Prerequisite: An interest in enhancing biodiversity through ecosystem restoration. Knowledge of biodiversity conservation is necessary for a more streamlined program.

Learning outcomes: By the end of this module, mentees will:

- Understand requirements for TGBS certification.

- Be able to apply the Five-star System into plans, actions, and strategies to enhance ecosystem integrity, including biodiversity in ecosystem restoration initiatives.
- Be able to establish a baseline and develop a reference model, incorporating the six key attributes and 21 sub-attributes used in TGBS assessments.
- Assess whether the level of protection of biodiversity is sufficient, covering both legal protection and sustainable management practices.
- Design a stakeholder engagement plan that informs and provides social benefits aligned with TGBS criterion 3.
- Develop a biodiversity monitoring plan using principles of TGBS criterion 8.
- Develop an adaptive management plan using principles of TGBS criterion 8.

TGBS Essentials covers the following topics:

No.	Mentoring Topic	Learning Objective	Target Outcomes	Approaches	Relevancy to TGBS Certification
A.	**TGBS Essentials**	**Develop a fundamental understanding of the TGBS and its essential components**	**Achieve proficiency in understanding the core principles of TGBS**	**Various interactive mentoring techniques**	**Comprehensive understanding of TGBS criteria; Foundation for future certification**
1	Introduction to TGBS	Gain comprehensive understanding of the TGBS	Achieve a thorough comprehension of the TGBS	Interactive sessions, presentations	Overview of the full certification process
2	Project eligibility	Acquire strategies for identifying and defining TGBS project sites, goals, and objectives	Demonstrate proficiency in identifying and defining project sites, goals, and objectives	Case studies, practical exercises	Identify project availability, exclusion list and compliance to TGBS certification procedure
3	TGBS Certification Process	Receive a detailed explanation of the TGBS certification procedure	Master the TGBS certification procedures and related components	Presentations, interactive discussion, case studies	Understanding all certification criteria (1-8) and their respective scoring frameworks.
4	Baselines and References for project site assessment	Understand the importance of establishing baselines, native reference ecosystems, to assess current/interim condition of project site(s).	Be competent in establishing baselines, native reference ecosystems, and reference models for comparison, as well as assess current/interim condition of project site(s).	Practical workshops, field visits	Criteria 1 & 4-7 (Ecosystem Integrity)
5	Enhance Protection of Ecosystem	Learn to TGBS protection level and improve ecosystem integrity and biodiversity	Develop effective strategies to enhance the protection of existing biodiversity and habitats	Workshops, interactive discussions, field studies	Criterion 2 (Level of Protection Five-star System)
6	Stakeholder engagement and social benefits	Explore engagement strategies with stakeholders to ensure project success	Develop effective stakeholder engagement strategies	Interactive discussion, case studies	Criterion 3 (Stakeholder Engagement & Social Benefits Rating)

No.	Mentoring Topic	Learning Objective	Target Outcomes	Approaches	Relevancy to TGBS Certification
7	Basic monitoring, evaluation and adaptive management	Become familiar with site monitoring, evaluation, and adaptive management plan and implementations	Be capable of designing and implementing monitoring, evaluation, and adaptive management	Presentations, practical exercises, field activities	Criteria 8 (Monitoring, Evaluation, and Adaptive Management)
8	Submission Process	Understand the process of submitting TGBS project application for certification	Successfully navigate the TGBS certification submission process	Step-by-step guidance, Q&A sessions	Understanding the entire submission process, finalizing the required documents for certification

6.2 TGBS Sustainability

The TGBS Sustainability module covers subjects that support mentees to ensure the long-term success and impact of their project, through long-term biodiversity monitoring and adaptive management.

Goal: to provide mentees with advanced skills in biodiversity monitoring, adaptive management, stakeholder engagement and long-term project sustainability so that restoration initiatives can address changing challenges. The module can help projects to maintain a high biodiversity impact and enhance TGBS certification.

Prerequisite: Completion of TGBS Essential module or equivalent understanding; or previous field experience, or knowledge, in ecological restoration or ecosystem management initiatives that aligns with the SER's certified restoration practitioner in training (CERPIT) program.

Learning outcomes: By the end of this module, mentees will:

- Be able to develop and implement an adaptive management plan to enhance protection of biodiversity compliant with TGBS criterion 2.
- Be able to develop a plan to increase social benefits from an ecosystem restoration project, compliant with TGBS criterion 3.
- Be able to establish and implement a comprehensive monitoring program compliant with TGBS criterion 8 requirements
- Be able to develop and implement an adaptive management program compliant with TGBS criterion 8.
- Be able to use adaptive management enhanced protection measures and effective stakeholder engagement to improve ecosystem integrity in an ecosystem restoration project.

TGBS Sustainability covers the following topics:

No.	Mentoring Topic	Learning Objective	Target Outcomes	Approaches	Relevancy to TGBS Certification
B	**TGBS Sustainability**	**Provide advanced strategies for long-term project success**	**Equip participants with advanced skills for monitoring, adaptive management, and long-term sustainability**	**Interactive mentoring and practical exercises**	**Ensures long-term sustainability of TGBS-certified projects**
1	Advanced monitoring strategies	Develop advanced strategies for monitoring project progress and outcomes	Design advanced monitoring strategies	Presentations, workshop	Criterion 8 (Monitoring, Evaluation, and Adaptive Management)
2	Monitoring plan development and resources	Create effective monitoring plans including assessing available resources	Generate practical monitoring plans that are practical to implement	Practical exercises, simulation, field activities	Criterion 8 (Monitoring, Evaluation, and Adaptive Management)
3	Adaptive management	Understand adaptive management practices	Develop effective adaptive management programs	Presentations, case studies, interactive sessions	Criterion 8 (Adaptive Management)
4	Ongoing management	Developing an ongoing management plan	Develop an ongoing management plan	Presentation, interactive group discussions	Criteria 1-7 (Ongoing Management)
5	Long-term resourcing for restoration management	Understand how to resource restoration projects for the long-term	Develop strategies to secure and utilize long-term resources	Presentation, case studies, interactive group discussions	Criterion 8 (Long-term resourcing)
6	Strategic planning for continuous improvement	Understand the strategy for implementing continuous improvement	Formulate strategic plans to ensure continued progress.	Presentations, interactive discussion, case studies	Criterion 8 (Continuous Improvement)

6.3 TGBS Enrichment

The TGBS enrichment module provides a range of mentorship topics for achieving improved project outcomes, advancing assessment of biodiversity, and strengthening institutional and team member capacities and capabilities.

Goal: to provide targeted mentorship that assists participants in achieving advanced project outcomes by exploring ecosystem restoration techniques, new methodologies, and strengthened institutional and team capacities.

Prerequisite: Completion of TGBS Essential module or equivalent understanding; or previous field experience, or knowledge, in ecological restoration or ecosystem management initiatives that aligns with the SER's certified restoration practitioner in training (CERPIT) program.

Learning Outcomes: By the end of this module, mentees will:

- Have an advanced understanding of all topics selected
- Be able to implement activities that can enhance performance under a TGBS assessment

TGBS Enrichment covers any of the following topics:

No.	Mentoring Topic	Learning Objective	Target Outcomes	Approaches	Relevancy to TGBS Certification
C	**TGBS Enrichment**	**Explore additional specific topics to enhance the knowledge of applicants before/after TGBS certification**	**Demonstrate advanced expertise in specialist topics relevant to TGBS certification**	**Various interactive mentoring techniques**	**Enhance post-certification knowledge and skills**
1	Ecological restoration principles and techniques	Understand ecological restoration principles and practices	Understanding of ecological restoration principles and practices	Practical training, field activities, lectures	Supplement knowledge related to ecological restoration
2	Genetic diversity conservation	Learn how to conserve and enhance genetic diversity	Understanding genetic diversity and genetic provenance strategies.	Practical training, field activities, discussions, case studies	Supplement genetic conservation knowledge
3	Seed-based restoration	Comprehend seed and other propagule collection and banking procedures	Competent in seed and other propagule collection and banking processes	Lectures, field activities and discussions	Supplement knowledge in seed-based restoration
4	Propagation protocols	Learn protocols on how to conduct trials and record data for native plant propagation, including germination procedures and non-seed-based propagation.	Basic implementation in various propagation techniques of native plant species	Practical training, field activities, demonstrations	Supplement propagation techniques
5	Species selection	Learn how to recognize and utilize faunal and floristic data to identify faunal and floral taxa native to the area.	Ability to identify native floral or faunal taxa. Ability to use floristic data to identify animal or plant taxa for introduction.	Lectures, practical training, field activities	Supplement species selection skills

No.	Mentoring Topic	Learning Objective	Target Outcomes	Approaches	Relevancy to TGBS Certification
6	Control of invasive species	Learn strategies for controlling invasive species	Ability to implement activities to control invasive species	Presentations, practical training, discussions	Supplement knowledge of invasive species control
7	Community and cultural engagement	Learn how to engage with stakeholders and cultures and ensure equitable benefit sharing	Ability to engage different stakeholders and cultures with the aim of equitable benefit sharing	Presentations, practical training, discussions	Supplement to community and cultural engagement
8	Ecosystem restoration and sustainable use	Learn how to sustainably use products from ecosystem restoration programs	Implementation of sustainable use of resources derived from ecosystem restoration projects	Presentations, discussions	Supplement sustainable resource use knowledge
	Other topics	Cover additional topics that can be requested on demand	Complete recommended additional topics	Various mentoring techniques	

7. Roles

7.1 Mentoring Program Committee

The mentoring program committee consists of the TGBS Secretariat, the local TGBS Hub, and, where relevant, technical partners. This Committee has the responsibility to:

- Develop the mentoring materials, making sure that they are tailored to local needs and regularly revised and updated
- Develop and maintain a platform that centralizes mentorship data
- Guide and oversee delivery of the mentoring program, ensuring alignment with TGBS.

Mentoring Program Committee Role:

- Organization: Hubs, guided by the TGBS Secretariat, manage mentoring programs, develop resources, and align with TGBS.
- Oversight and Coordination: The Secretariat oversees the mentoring process, evaluation, and alignment with Hubs and technical partners.
- Resource Development: Hubs, the TGBS Secretariat, and technical partners generate and standardize mentoring materials that are tailored to local needs and are regularly revised and updated.
- Data Centralization: The TGBS Secretariat and technical partners develop and maintain a platform that centralizes mentorship data with standardized templates.
- Collaboration: The TGBS Hub Mentoring Forum is established to conduct regular reviews and meetings to ensure consistency and foster cooperation.
- Leadership: Annual rotation of forum leadership ensures shared responsibility and diverse perspectives (see section 8).

7.2 Mentors

Mentors are associated with the TGBS Secretariat, technical partners, TGBS Hubs, or external professionals with specialized knowledge in biodiversity, ecosystem restoration and land management contracted by the TGBS Secretariat, or by the hub partner with approval from the TGBS Secretariat.

Mentor qualifications: Certified TGBS assessors and trainers, TGBS/hub-contracted experts (such as CERPs/CERPITs) with qualifications and experience in restoration ecology, agroforestry, adaptive management, or any other relevant expertise, with effective communication and coaching skills for knowledge transfer. Mentors who are not certified TGBS assessors must complete a short course to ensure understanding of the TGBS methodology.

Mentor Role:

- Guidance and Support: Mentors set the agenda, provide resources, facilitate sessions, monitor progress, assist in navigating challenges, and make informed decisions.
- Knowledge Sharing: Mentors share their expertise and experience in biodiversity conservation and restoration or relevant expertise and collaborate with other experts to share knowledge that can offer insights into best practices, methodologies, and solutions.
- Offer Opportunities: The TGBS Mentoring Program provides learning opportunities for the mentee and creates moments where the mentee can plan strategies and develop plans to apply the acquired knowledge to their projects, under the mentor's supervision and collaboration.
- Networking: The TGBS Mentoring Program helps mentees expand their professional networks by introducing them to key contacts and opportunities within the conservation community.
- Respect and Professionalism: Mentors demonstrate respect and professionalism in all interactions with their mentees. This includes being punctual, prepared, and showing ethical behavior and commitment to the learning process.

7.3 Mentees

Mentees are individuals who are practitioners or represent institutions or government agencies or funding entities engaged in tree planting, agroforestry, rehabilitation, or ecological restoration and ecosystem management projects, particularly those aimed at improving biodiversity outcomes.

Mentee qualifications: Mentees do not need any specialized experience. However, they must demonstrate a strong commitment to improving biodiversity outcomes by actively participating in mentoring activities and implementing restoration practices that are consistent with TGBS goals. Any prior familiarity with environmental issues and biodiversity conservation is encouraged, as it can enhance their understanding and engagement in the mentoring process.

Mentee Role:

- Active Participation: Mentees are expected to actively engage in the mentoring process by attending scheduled meetings, participating in discussions, and completing any agreed-upon tasks or assignments. Full participation is needed to benefit from the TGBS Mentoring Program.

- Goal Setting: Mentees work with their mentors to set clear, achievable goals for their projects.
- Open Communication: Maintaining open and honest communication and sharing challenges, successes, and feedback is critical to success.
- Proactive Learning: Mentees are expected to take the initiative in their learning journey by seeking out resources, asking questions, and applying the knowledge provided by their mentors.
- Respect and Professionalism: Mentees must demonstrate respect and professionalism in all interactions with their mentors. This includes being punctual, prepared, and appreciative of the mentor's time and effort.
- Networking: Mentees can greatly benefit by taking advantage of the networking opportunities provided by the mentoring program, expanding their professional connections within the biodiversity conservation community.

8. Mentoring Program Structure

8.1 a. One-Time Mentoring Sessions

This format is intended for short-term, focused engagement to address immediate project challenges or specific learning objectives. The session can be performed as a workshop or one-to-one interaction, delivering TGBS Mentoring modules and offering practical and actionable guidance.

- Initial Planning (minimum 1-2 months prior):
  - Align the learning objectives of the module with the project goals and needs
  - Identify specific project challenges or goals.
  - Develop a focused agenda tailored to the mentee's immediate needs.
- Mentoring Session:
  - Provides real-time problem-solving scenarios through workshops, discussions, simulations, or case studies.
  - Focuses on actionable advice and project-specific strategies.
  - This mentoring structure is particularly useful for delivering the TGBS Essentials module, which covers foundational topics
- Post-Session Support (minimum 1 week later):
  - Deliver key takeaways and a related template for aiding post-session support.

    - Offer access to additional resources or optional follow-up for clarification.
- Evaluation:
    - Mentors may request feedback from the mentee to evaluate the effectiveness of the session and ensure that their immediate needs are met. Mentors may also evaluate the knowledge of their mentees through a post-mentoring test or via brief questions following the conclusion of workshop sessions.

8.2 Long-Term Mentoring Sessions

This format involves sustained engagement over an extended period, ideal for guiding complex restoration projects from start to finish. It provides continuous support, monitoring, and feedback tailored to the mentee's progress.

- Initial Planning (minimum 2-3 months prior):
    - Define long-term project goals and mentoring expectations.
    - Align the learning objectives of each module with the project goals and needs
    - Develop a comprehensive mentoring plan with milestones and timelines.
- Ongoing Sessions (Monthly/Quarterly):
    - Regular check-ins to track progress, address evolving challenges, and refine project strategies.
    - Provide tailored advice and feedback based on real-time project developments.
    - This mentoring structure is ideal for the TGBS Sustainability module, which requires ongoing engagement, and the TGBS Enrichment module, which addresses specific issues and requires more personalized mentoring.
- Support and Tracking:
    - Use project management tools to monitor milestones and mentee progress.
    - Offer continuous support through resources, documentation, and personalized action plans.
- Final Project Evaluation:
    - Conduct a detailed review at the end of the mentorship to assess readiness for TGBS certification.
    - Provide final feedback and ensure that all documentation is prepared for submission.

9. Mentoring Format

The hubs will organize and customize TGBS mentoring formats in consultation with the TGBS Secretariat. Generally, the hubs may offer two mentoring formats: workshop-based mentoring, which involves group sessions and interactive activities, and one-to-one mentoring, providing personalized guidance tailored to the specific needs of one project or group.

Workshop-based mentoring is ideal for the TBGS Essential module, as it covers foundational topics suited for group learning. TGBS Sustainability and TGBS Enrichment can be delivered through either format, depending on complexity. Workshops can also be followed up with one-to-one mentoring for deeper, personalized support.

9.1 Workshop-Based Mentoring

- **Duration:** Sessions range from 2-5-hour sessions to 2-5 full day courses.
- **Format:** Can be conducted virtually or in-person, involving group seminars, field visits, interactive presentations, case studies, and hands-on simulations. It is recommended that mentoring is done in-person to help maximize the learning outcomes. Sessions cover topics based on TGBS mentoring modules.
  - **One-time Workshops:** Focused workshops addressing specific TGBS mentoring topics with participatory activities, followed by post-workshop support and feedback. Knowledge may be assessed via pre- and post-mentoring tests, or by reviewing a mentee's implementation plan developed after mentoring.
  - **Long-term Workshops:** A workshop package or multi-session workshop over months to guide various project phases. Mentors track progress and provide feedback and support throughout each phase.
- **Evaluation:** Pre- and post-evaluations measure participants' learning progress, as well as feedback from participants, which is used to refine and improve future sessions.

9.2 One-to-One Mentoring:

- **Tailored Sessions:** Customized to address specific topics, project needs, or strategies, such as real-time problem solving for biodiversity monitoring, tackling weaknesses in the field assessment, and integrating the Ecological Recovery Wheel. These can be offered virtually or in person.
  - **One-time Sessions:** Short, focused mentoring (1-4 hours) for immediate project challenges, with actionable plans and follow-up support. It can also function like a 'clinic' where mentees can seek specific, tailored guidance on particular matters or via a site visit.

  - **Long-term Mentoring:** Regular check-ins (monthly/quarterly) to review ongoing progress, track milestones, and refine project plans. Continuous documentation, resources, and feedback ensure alignment with TGBS.
- **Evaluation:** Regular evaluations are conducted during each mentoring phase to assess mentee progress and provide feedback for skill improvement and project success. Milestone tracking ensures continuous alignment with project goals.

10. Tools & resources

The **TGBS Mentoring Portal** will serve as a crowdsourcing platform for all mentors, providing access to essential tools, resources, and mentoring materials. It is managed by the TGBS Secretariat. BGCI and SER lead the development of the TGBS mentoring portal, supported by TGBS Hubs and technical partners. The portal will enable collaboration, data sharing, and progress tracking for the TGBS Mentoring Program across all TGBS hubs. Here's a breakdown of the key tools and resources available in the TGBS Mentoring Portal:

- **Workshop and session materials:** including handouts, manuals, presentation slides, and field checklists to help mentees learn and apply TGBS principles.
- **Digital Resources:** Continuous access to an online portal featuring video courses, webinars, and downloadable templates for assessments, biodiversity measurements, and stakeholder interaction.
- **Action Plans & Templates:** Customized action plans and tracking templates to monitor progress and ensure alignment with TGBS requirements, available for both one-time and ongoing mentoring. Provide mentees with standardized templates for recording session summaries, action plans, and outcomes.
- **Feedback Mechanism:** Regular progress reports and mentor-mentee check-ins to encourage continuous development and improve project outcomes. Establish a systematic reporting procedure for mentees to track their own progress.

11. Mentoring Evaluation and Alignment Mechanism

11.1 Key components of mentoring evaluation and alignment:

The Secretariat is responsible for overseeing the mentoring process across Hubs, coordinating the mechanism for mentoring evaluation, and ensuring alignment with Hubs and other partners. The Secretariat, supported by the TGBS Hub Mentoring Forum, also organizes the following tasks:

1. **Standardization of Mentoring Materials:** Work with mentors to create standardized mentoring resources (e.g., modules, case studies, and assessment tools). Customize content to fit local contexts while adhering to core principles. Regularly update resources based on feedback from hubs and participants to ensure relevance and effectiveness.
2. **Centralizing Data Resources:** Create a unified platform for all hubs to upload and access mentorship data, reports, and resources. Ensure the platform is secure, user-friendly, and includes standardized reporting templates for all hubs.
3. **Standardization of Output Templates:** Develop uniform templates for mentorship reports, progress evaluations, and project outcomes. Maintain consistent requisites for evaluating mentee development and project success across all hubs.
4. **Collaboration Process: TGBS Hub Mentoring Forum** for mentoring evaluation and alignment is a collaborative body designed to ensure consistency in mentoring processes, materials, and outcomes across all hubs. It plays a vital role in fostering knowledge exchange and maintaining the quality of the TGBS mentoring program.

11.2 TGBS Hub Mentoring Forum:

The TGBS Hub mentoring forum will be structured as follows:

- **Biannual Collaborative Hub Reviews:** Held twice a year to assess mentorship progress and discuss strategic improvements.
- **Quarterly mentoring subcommittee meetings:** Held every three months to review mentoring materials and ensure alignment across hubs.
- **Forum Leadership Rotation:** Leadership rotates annually to encourage collaboration and gives all hubs the opportunity to lead and contribute. Each hub leads the forum for one year, based on a predetermined schedule. Forum leadership rotation encourages diverse leadership and innovative perspectives and promotes shared responsibility and mutual learning across hubs.
- **Forum Leader (Rotates Annually):** Responsible for facilitating meetings, setting agendas, and leading forum discussions.

- **Hub Leads/Representatives (One/Two per Hub):** Represent their hub, share progress, and ensure mentoring practices align with TGBS.
- **Mentoring Officer(s) and Data Reporting Specialist:** Oversees mentoring content quality and data reporting across the hub. Ensures consistency in mentoring and monitors progress through centralized data management

12. Ethics and Confidentiality

Detailed confidentiality agreement: A confidentiality agreement is used for all mentoring interactions to ensure that all project data and intellectual property are protected.

Mentors and mentees must adhere to BGCI's policies on (i) Anti Bribery and Corruption, (ii) Anti Harassment and Bullying, (iii) Anti Money Laundering, (iv) Code of Conduct, (v) Dignity at Work, (vi) Equality Diversity and Inclusion, (vii) Safeguarding Children, Young Persons and Vulnerable Adults and (viii) Whistleblowing.

13. Budget and Pricing for TGBS Mentoring

The pricing structure for TGBS mentoring balances standardization with flexibility, allowing hubs to offer tailored services while ensuring operational and financial sustainability for the TGBS Secretariat.

Pricing is structured according to:

1. **Mentoring Type**: Distinguish between workshop-based mentoring (group sessions) and one-to-one mentoring (tailored support).
2. **Duration**: Distinction is made by event length, such as private meetings (2-5 hours), short workshops (1-2 days) or comprehensive workshops (3-5 days).
3. **Running Costs**: Running costs including venue, training materials, travel, and platform fees are considered.
4. **Location:** Prices are adjusted according to rates appropriate for the country.
5. **Organization Type:** Larger for-profit organizations pay a higher rate to help subsidize mentoring for smaller non-profit organizations.
6. **Optional Add-ons:** Additional costs for customized needs, such as specialized toolkits, field visits, or post-event consultations are factored in. These add-ons provide flexibility while addressing unique project needs.

To ensure the centralization of data resources, standardization of mentoring materials, and consistent support across TGBS hubs, TGBS Secretariat and hubs require a sustainable budget for:

1. **Platform Development & Maintenance**: Ongoing costs to maintain a secure, user-friendly centralized platform for data and resource sharing.
2. **Human Resources**: Costs for mentoring officers, data specialists, and technical support to ensure quality mentoring and platform operation.
3. **Material Customization**: Regular updates and localization of mentoring materials.
4. **Resource oversight and standardization:** Costs associated with reviewing mentoring programs to ensure mentoring is delivered to a high quality and is standardized across hubs.
5. **Branding and Marketing:** Costs for branding and marketing to generate interest in the TGBS mentoring program

The TGBS Secretariat may implement a fair share of TGBS Mentoring Program with the hub, seek grants, or/and attract sponsors to ensure the program's sustainability.

14. Conclusion

This procedural guideline is designed to provide a framework for running the TGBS Mentoring Program, supporting projects in meeting The Global Biodiversity Standard (TGBS) requirements and objectives. At the same time, the framework allows hubs the flexibility to tailor the mentoring process according to local needs and project specifics. By offering both structured one-time mentoring sessions and long-term mentorship, it ensures that mentees receive the necessary tools, resources, and guidance to improve their restoration outcome, as well as achieve TGBS certification.

The mentoring program equips individuals and institutions with the skills and resources to execute successful, sustainable restoration projects that meet TGBS certification requirements. By fostering long-term capacity building, it promotes ongoing biodiversity protection, adaptive management, and community involvement, contributing significantly to global restoration efforts and biodiversity conservation. Through this program, mentees are empowered to implement restoration strategies that create lasting ecological and social benefits.