REQUIREMENTS AND CORE COMPETENCIES FORM FOR THE STANDARD REVIEW COMMITTEE (SRC) ON THE REVISION OF MALAYSIAN TIMBER CERTIFICATION SCHEME (MTCS)

REQUIREMENTS AND CORE COMPETENCIES FORM FOR THE

STANDARD REVIEW COMMITTEE (SRC)

(To be filled for each candidate nominated)

This form outlines the essential requirements and core competencies for individuals seeking to join the Standard Review Committee (SRC). The SRC plays a pivotal role in ensuring that forestry standards are comprehensive, robust, and aligned with global best practices. This form serves as a structured tool to evaluate a candidate's expertise and capabilities across key areas of sustainable forest management, ensuring that the committee is composed of well-rounded experts capable of addressing the complex challenges and opportunities within the sector.

A. REQUIREMENTS FOR SRC MEMBERS

To effectively contribute to the SRC, members must possess a deep and multifaceted understanding of sustainable forest management which encompasses natural forest and forest plantation. This section details the specific knowledge requirements across a range of critical domains, from international legal frameworks and environmental sustainability to economic viability and social equity.

Name: _____

Organisation: _____

(Please √ in ☐ for the area of your expertise)

1. Sustainable Forest Management and Certification Framework

SRC members should be knowledgeable about:

Tick (√)	Requirements
☐ ☐ ☐	**Malaysian Timber Certification Scheme (MTCS)** – MTCS ST 1001 MTCS ST 1002 MTCS ST 1003
☐ ☐ ☐ ☐	**PEFC Standards** – PEFC ST 1001 PEFC ST 1002 PEFC ST 1003 PEFC ST 2002

Tick (√)	Requirements
☐	**ISO Standards** –
☐	ISO 14001
☐	ISO 9001
☐	ISO 45001
☐	ISO 38200
☐	ISO 14004
☐	ISO 14064
☐	ISO 31000.

2. Legal and Regulatory Framework

SRC members should be knowledgeable about:

a) International Legal Framework

Tick (√)	Requirements
☐	International agreements and conventions related to forests, biodiversity, and climate change (UNFF, UCBD, UNFCCC, Paris Agreement, Global Biodiversity Framework, Nagoya Protocol, Kyoto Protocol, Glasgow Leaders' Declaration on Forests and Land Use or CITES)
☐	Malaysia's participation and obligations in international environmental agreements
☐	UN Sustainable Development Goals (SDGs) and their forest-related targets
☐	FAO, FRA, and IUCN.
☐	International human rights instruments (UNDRIP, ILO Conventions, UN Guiding Principles on Business and Human Rights)

b) National, Regional and State-level Legal Systems

Tick (√)	Requirements
☐	Malaysian constitution, national, regional and state laws, and forest-related regulations
☐	Customary laws and legal pluralism in land and forest governance
☐	Indigenous customary land rights and their protection under human rights law
☐	Land use planning integration and zoning requirements
☐	Cross-border forest management and transboundary issues
☐	Labor laws and regulations concerning employee rights, workplace safety, and employer responsibilities
☐	Workplace safety and health (OSHA) and the requirements enforced by the Department of Occupational Safety and Health (DOSH)

Tick (√)	Requirements
☐	EIA and related environmental assessments, including the legal requirements and approval process by the Department of Environment (DOE)

c) Trade and Compliance Requirements

Tick (/)	Requirements
☐	Export requirements including EU Deforestation-Free Regulation (EUDR)
☐	Due diligence and traceability mechanisms (EUDR, Lacey Act compliance)
☐	ITTO, Montreal Process, TPAS, and ASEAN Criteria & Indicators for SFM

3. Governance and Institutional Systems

SRC members should be knowledgeable about:

a. Organizational Management, Capacity and Coordination

Tick (√)	Requirements
☐	Governance structures ensuring clear roles, responsibilities, and coordination among organizations implementing the standards
☐	Institutional capacity requirements for effective forest management
☐	Multi-stakeholder coordination mechanisms

b. Compliance and Enforcement

Tick (√)	Requirements
☐	Auditing and certification frameworks, including FMC audit methodologies and auditor competencies
☐	Compliance mechanisms with disincentives for non-compliance and performance incentives
☐	Prevention of illegal logging and associated criminal activities

c. Monitoring and Improvement Management

Tick (√)	Requirements
☐	Monitoring, evaluation, and adaptive management systems for periodic review and revision
☐	Long-term ecological consequence monitoring
☐	Performance measurement and reporting systems

d. Conflict Resolution and Grievance Systems

Tick (√)	Requirements
☐	Culturally appropriate and accessible grievance mechanisms for all stakeholders
☐	Conflict resolution processes addressing land use disputes and resource access conflicts
☐	Mediation and arbitration procedures

4. Environmental Sustainability and Ecosystem Management

SRC members should be knowledgeable about:

a. Biodiversity and Ecosystem Conservation

Tick (√)	Requirements
☐	Biodiversity maintenance and ecosystem health principles
☐	Conservation of unique, endangered species and critical habitats
☐	Management of pests, diseases, and invasive species
☐	Ecosystem integrity including ecological processes and habitat connectivity

b. Climate Change Management

Tick (√)	Requirements
☐	Forest functions in carbon sequestration
☐	Climate change mitigation through forest conservation and restoration
☐	Climate adaptation strategies including climate-resilient species and management techniques
☐	Carbon stock monitoring and carbon credit markets
☐	Prevention of deforestation and forest degradation

c. Watershed and Soil Protection

Tick (√)	Requirements
☐	Water resource protection and watershed management
☐	Soil quality maintenance and erosion prevention
☐	Forest cover impacts on water security
☐	Regulation of forest utilization to prevent environmental contamination

d. Forest Restoration and Rehabilitation

Tick (√)	Requirements
☐	Reforestation, afforestation, and degraded ecosystem restoration standards and methods
☐	Sustainable forest management practices including coppicing

Tick (√)	Requirements
☐	Restoration of ecosystem services and functions

5. Economic Viability and Market Access

SRC members should be knowledgeable about:

a. Market Requirements and Trade

Tick (√)	Requirements
☐	Domestic and international market demands for sustainably sourced products
☐	Access to premium markets for certified products
☐	Trade barrier avoidance related to sustainability practices
☐	International trade expectation alignment

b. Economic Development and Job Creation

Tick (√)	Requirements
☐	Sustainable timber and non-timber forest product (NTFP) supply chains
☐	Job creation and maintenance in the forestry sector
☐	Revenue generation through sustainable forest management and related industries
☐	Rural economic development and community livelihoods
☐	Value-added processing and innovation in forest products

c. Financial Sustainability and Risk Management

Tick (√)	Requirements
☐	Economic feasibility of standards implementation for forest managers and businesses
☐	Investment attraction and uncertainty reduction in forestry sector
☐	Cost-benefit analysis of certification and sustainable practices
☐	Enterprise risk management and reputational risk reduction
☐	Long-term resource security for forest operations

d. Operational Efficiency

Tick (√)	Requirements
☐	Practical implementation and monitoring of standards
☐	Clear and measurable sustainability indicators
☐	Management systems for streamlined efficiency
☐	Innovation and adaptation in management practices

6. Social Equity and Community Rights

SRC members should be knowledgeable about:

a. Indigenous Peoples and Local Communities Rights

Tick (√)	Requirements
☐	Rights, privileges, and traditional knowledge of indigenous peoples and local communities
☐	Free, Prior, and Informed Consent (FPIC) processes
☐	Land tenure security, resource rights, and protection against displacement
☐	Fair and equitable access to forest resources necessary for livelihoods
☐	Integration of traditional ecological knowledge into forest management

b. Community Participation and Well-being

Tick (√)	Requirements
☐	Meaningful community participation in standard-setting and decision-making processes
☐	Health, safety, and education needs of forest-dependent communities
☐	Sustainable use of NTFPs vital for community livelihoods
☐	Support for forest-dependent occupations (honey gathering, firewood collection, herbal medicine)
☐	Gender equality and social inclusion ensuring equitable participation of women, youth, and marginalized groups

c. Cultural Heritage and Spiritual Values

Tick (√)	Requirements
☐	Protection of sites with cultural, historical, or spiritual significance
☐	Preservation of indigenous sites and traditional forest use practices
☐	Sacred sites and areas of cultural importance
☐	Cultural and spiritual connections between forest dwellers and forest ecosystems

7. Stakeholder Engagement and Public Interest

SRC members should be knowledgeable about:

a. Multi-Stakeholder Coordination

Tick (√)	Requirements
☐	Roles and interests of NGOs (national and international) in sustainable forest management
☐	Consumer interests and demands for transparency in supply chains
☐	Researcher and scientist contributions to knowledge and data for standards development
☐	Local government balance between economic development and environmental protection

b. Public Access and Recreation

Tick (√)	Requirements
☐	Sustainable public access to forests for recreation and well-being
☐	Aesthetic and recreational value maintenance for citizens and visitors
☐	Environmental education and awareness promotion
☐	Forest management contribution to national identity and heritage

c. Transparency and Disclosure

Tick (√)	Requirements
☐	Public accessibility of key documents (management plans, monitoring results)
☐	Transparency mechanisms for stakeholder engagement and feedback
☐	Information sharing and communication strategies

8. Technical and Innovation Systems

SRC members should be knowledgeable about:

a. Ecosystem Services and NTFP Management

Tick (√)	Requirements
☐	Recognition, valuation, and sustainable management of ecosystem services
☐	Non-timber forest products sustainable harvesting and processing
☐	Ecosystem service payment mechanisms and valuation methods

b. Capacity Building and Knowledge Transfer

Tick (√)	Requirements
☐	Training and capacity building for forest managers, communities, and stakeholders
☐	Research and innovation in forest management practices
☐	Technology transfer and best practice sharing
☐	Continuous improvement through applied research

c. Financial and Economic Mechanisms

Tick (√)	Requirements
☐	Green financing, Payment for Ecosystem Services (PES), REDD+, and conservation funds
☐	Cost-benefit analysis tools for long-term ESG impact assessment
☐	Incorporating the indirect environmental and social costs or benefits into forest operation accounting
☐	Incentive and financing mechanism design

9. Strategic and Long-term Planning

SRC members should be knowledgeable about:

a. National Security and Strategic Interests

Tick (√)	Requirements
☐	Forest management in border regions and strategic infrastructure areas
☐	Long-term resource availability and security
☐	Water security through watershed protection
☐	Strategic forest resource planning

B. CORE COMPETENCIES OF STANDARD REVIEW COMMITTEE

Beyond technical knowledge, the effectiveness of the Standard Review Committee hinges on the **core competencies** of its members. It assesses a candidate's ability to think critically, communicate effectively, manage conflicts, and uphold the integrity of the review process. Demonstrating proficiency in these competencies is crucial for ensuring the committee's work is transparent, inclusive, and impactful.

Cognitive & Analytical Capabilities

- Perform scenario analysis, evaluating trade-offs, risks, and long-term implications of proposed standards.
- Be literate in legal language to understand statutory language, regulatory hierarchies, and implications of compliance.
- Use data, case studies, and precedents to analyse and to support positions.

Interpersonal & Collaborative Capabilities

- Foster trust, inclusion, and constructive dialogue.
- Empathise with stakeholders, understanding and representing diverse interests (e.g., indigenous rights, commercial forestry, environmental NGOs).
- Negotiate and mediate, resolving conflicts, build consensus, and manage competing priorities.
- Communicate inclusively using language that is accessible, respectful, and strategically phrased for different audiences.
- Engage with others' viewpoints without defensiveness or bias – active listening.
- Engage with others' viewpoints without defensiveness or bias, while actively listening.

Governance & Procedural Capabilities

- Uphold the integrity, transparency, and legitimacy of the committee's work.
- Understand their role and distinctions between technical, editorial, and strategic roles.
- Be familiar with voting procedures, quorum rules, and consensus thresholds.
- Maintain clear records of deliberations, rationales, and revisions.
- Declare affiliations, conflict of interest and recuse when necessary.

Operational & Workflow Capabilities

- Keep the committee's work efficient and scalable.
- Create and/or use standardized formats and track changes across drafts.
- Be familiar with digital collaboration tools, like Zoom, Teams, Cloud sharing,
- Participate constructively in meetings, chair sessions, manage meeting time and synthesize outcomes.
- Incorporate public comments, peer reviews, and audit findings into revisions.

<u>External Engagement Capabilities</u>

- Ensure the committee's work is responsive to broader systems and stakeholders.
- Map standards to national goals, international benchmarks (e.g., PEFC, ISO, EUDR).
- Design inclusive outreach and comment mechanisms for public consultation.

- Anticipate how standards will be interpreted, audited, and enforced.
- Prepare for reputational, legal, or ecological challenges to the standard.

C. DECLARATION OF THE FORM

…………………………….……….. (Organisation / Agency Name) would like to nominate

………………………………… (Candidate Name). This nomination is made in recognition

 of the candidate's expertise and qualifications as outlined in this form.

Thank you.

Name   :

Designation   :

Date   :