

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ



Ministry of Fisheries and Ocean Resources
Male', Republic of Maldives

**TRANSFORMING FISHERIES SECTOR MANAGEMENT IN SOUTH-
WEST INDIAN OCEAN REGION AND MALDIVES PROJECT**
(TransFORM, SWIOFish5) - P179242

Engineer

Terms of Reference

A. BACKGROUND

The Government of the Republic of Maldives through the Ministry of Fisheries and Ocean Resources is implementing Maldives –Transforming Fisheries Sector Management in South-West Indian Ocean Region and Maldives Project (TransFORM) financed by the World Bank. The project will be managed by the Project Management Unit (PMU) set up within the Ministry of Fisheries and Ocean Resources. The project will be implemented in accordance with the Project Implementation Plan (PIP), Project's Procurement Manual, and the Project's Financial Management Manual all of which are consistent with the World Bank's guidelines and procedures on procurement and financial management.

The aim of the Project to strengthen regional, evidence-based fisheries management in the South-West Indian Ocean Region and to improve competitiveness in the fisheries sector in the Maldives. The project comprises of the following components.

COMPONENT 1: Enhance Evidence-based Management Advice to the Fisheries Sector in the South-West Indian Ocean Region (implemented by the IOC)

- 1.1. Promoting the Development and Coordination of Relevant Innovative Regional Research with a Focus on Capacity Development Programs and Initiatives
- 1.2. Coordinating and Consolidating Regional Cooperation for Evidence-based Advice on Management of Fisheries and Other Uses of Marine and Coastal Ecosystems
- 1.3. Linking and Coordinating the Fisheries Initiatives and Programs in the Region



COMPONENT 2: Supporting Maldives as the Catalyst for Strengthened Regional Capacity for Fisheries Governance and Management

- 2.1. Improved and Innovative Implementation, Enforcement and Monitoring of Fisheries Management Plans and Sharing Results with SWIO Countries
- 2.2. Augmented Comprehensive Quarantine, Disease Surveillance and Management and Experience Sharing with SWIO Countries
- 2.3. Skills and Capacity Building for Supporting Enterprise Development in Fisheries Sector
- 2.4. Augmentation of Project Management Capacity of MoFOR including Building Capacities for Enhanced Regional Cooperation

COMPONENT 3: Enhanced Competitiveness and Private Sector Participation for improving Business Climate for Fisheries in Maldives and the South-West Indian Ocean Region

- 3.1. Decarbonization of the Fisheries Sector
- 3.2. Diversification/Expansion of Fisheries Sector through Facilitating Small and Medium Enterprise Businesses

B. OBJECTIVES OF ASSIGNMENT

The Project Management Unit wishes to contract an Engineer. The objective of this assignment is to support construction projects implemented by the PMU with the responsibility for ensuring compliance with the World Bank guidelines. The Engineer is responsible for supervision of the construction works of the projects to be implemented under the TransFORM project.

In support of this, the Engineer will report to the Project Manager and work closely with the technical staff of MoFOR, PMU staff as well as with the project members from the World Bank.

C. OVERALL RESPONSIBILITY

The overall responsibilities of the Engineer include, but are not limited to the following:

1. Supervision of Construction work, operation and maintenance of the Multispecies Hatchery and associated facilities to be established in the Island of Maanagala, Gaafu Alif Atoll, Republic of Maldives “**Concession Agreement**”.
2. Conducting monitoring and evaluation of Ice plants and “geydhoshu mas factory” projects construction works.



3. Provide assistance to the Ministry in identifying new technology and equipment available in the market for enhancing the design and material used in current Fish Aggregating device mooring system.
4. Plan, review, inspect, and monitor engineering designs of Construction Works of all ongoing projects under the TransFORM project including construction of additional quarantine facilities, educational/campus/training building etc.
5. Provide assistance in examining matching grant proposals if any construction is involved.
6. Conducting Tests on completion of construction and issuing Completion Certificates of the Multispecies Hatchery and associated facilities to be established under the Concession Agreement.
7. Review, inspection and monitoring of O&M of the Multispecies Hatchery and associated facilities to be established under the Concession Agreement.
8. Determining, as required under the Agreement, the costs of any works or services and/or their reasonableness that arise relating to the Concession Agreement.
9. Determining, as required under the Agreement, the period, or any extension thereof, for performing any duty or obligation relating to the Concession Agreement.
10. Assisting the Parties in resolution of disputes as set forth in the Concession Agreement.
11. Undertaking all other duties and functions in accordance with the Concession Agreement.
12. Review any modified Design package or part thereof relating to the Concession Agreement.
13. Undertake monthly progress meetings with the Concession Agreement Contractor and PMU.
14. Liaise with local authorities to ensure smooth implementation of project and resolve any issues related to on-site activities.
15. Liaise with Projects stakeholders to ensure technical compliance of projects components with Project Implementation Plan and Operational standards of regulators and donors.
16. Inspect the quality control tests carried out by the Contractor and ensure that quality is controlled to the level specified in the Concession Agreement.
17. Ensure any defective work is completed and project closing our procedures is carried out smoothly.
18. Review the as-built drawings and operation & maintenance manuals submitted by the contractors; and provide guidance where necessary in establishing operation and maintenance procedures to facilitate the operationalization of the facilities.

AS



19. Ensure implementation of gender, social and environmental safeguards requirements
20. Undertake other technical tasks as and when required by the PMU

D. QUALIFICATIONS AND EXPERIENCE

1. Master's degree in civil engineering, or in a field related to the assignment with minimum general experience of 5 years in a related field/ or similar capacity including experience of designing/ review and implementing infrastructure sector projects or related field with substantial management/ supervisory responsibilities **OR**
2. Bachelor's degree in civil engineering, or in a field related to the assignment with minimum general experience of 10 years in a related field/ or similar capacity including experience of designing/ review and implementing infrastructure sector projects or related field with substantial management/ supervisory responsibilities.
3. Qualification in TOR task related field will be considered.
4. Knowledge and Experience in donor assisted development projects will be an added advantage.
5. Should possess sound knowledge of computer aided design software/applications.
6. Should be capable of providing leadership, motivation and training to the staff and stakeholders.
7. Work Experience in Maldives will be an additional advantage.
8. Knowledge and understanding of technical, commercial, and legal aspects of procurement of donor - financed projects would be an added advantage.
9. Should have strong leadership, management, and communication skills in presenting, discussing and resolving difficult issues and have ability to work efficiently and effectively with a multidisciplinary team.

The short-listed candidate will be requested to participate in personal interviews, submit the names and contact details of personal referees who can attest to their ability.

The successful candidate must understand the objectives and delivery mechanisms of the project. S/he must be willing to work in a team, be flexible to emerging or changing conditions, and undertake initiative to overcome challenges.



E. REPORTING REQUIREMENT

1. Report directly to the Project Manager on all aspects of Project Management throughout the duration of the contract unless otherwise advised.
2. The Engineer is expected to report to work on weekdays from 0800 – 1400 hours other than public holidays and provide services to the Client for an average of 30 hours a week. Remuneration for less than 6 hours work per day will be on a pro-rate basis.
3. The Engineer shall provide all the necessary reports and updates to the Project Manager to be presented at the Project Steering Committee and donor agencies whenever needed.
4. The Engineer is required to report to work in official attire.

F. SCHEDULE FOR THE ASSIGNMENT

Duration of the assignment is 12 months from the commencement of the works with potential extension based on performance. The successful candidate is expected to commence the services in February 2024.

This position is based at the PMU Office of the Ministry of Fisheries and Ocean Resources in Male' with travel to Islands or field visits as and when required.

G. RENUMERATION AND OTHER BENEFITS

1. MVR 31,300 - 36,000 depending on qualifications and experience, per calendar month as remuneration for the services provided by the Engineer except for unauthorised leave. The Engineer shall be paid for Working Days for which the Engineer has attended work and signed the attendance register.
2. Training and travel expenses under the PMU as budgeted under the Project.
3. S/he shall participate in the "Maldives Retirement Pension Scheme" as required by the Maldives Pension Law and its regulations.
4. S/he will be given an allowance called "Ramadan Allowance" as per the rules of the Implementing Agency, prior to the beginning of the month of Ramadan. The allowance will be entitled only to Muslims.



H. SELECTION CRITERIA

The consultants will be selected based on the following criteria.

Criterion	Weightage
Academic Qualifications	30 points
Professional Experience in prescribed sector	30 points
Experience in similar consultancy assignments	40 points

I. SERVICES AND FACILITIES TO BE PROVIDED BY THE IMPLEMENTING AGENCY

1. Office space and other facilities such as computers will be provided as required.
2. Local transport for official travel between Male' and field visits to islands; food, accommodation and allowance.

