



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**

**Research and Science Specialist**

### **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 financed by the World Bank. The project will be managed by the Corporate Department / 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 wishes to contract a Research and Science Specialist. The objective of this assignment is to provide technical input and advice to implement, coordinate and oversee the marine fishery research activities to be undertaken by the project.

The relevant and respective activities of the Project include: (a) Biological studies of key reef fish Species; (b) Understanding population connectivity of reef fish species through genetic analysis; (c) Study the distribution of tuna at Anchored Fish Aggregating Devices; (d) Biological studies of pelagic and tuna live bait species; (e) Scientific observation of pole-and-line and handline tuna fishing trips; (f) Genetic diversity and population structure of key species caught in baitfish fishery in the Maldives; (g) Scientific monitoring of key reef-based fisheries to build up on Sustainable Fisheries Resources Development Project; (h) Resource assessment of key exploited reef species based on all available information; (i) Documenting fishing grounds and seasonality of reef-based fisheries; (j) Exploration of method(s) to establish precautionary harvest strategy approaches for data limited stocks using input and output controls; (k) Scientific monitoring of tuna fisheries; (l) Establish baseline population information for data limited invertebrate fisheries resources, including for CITES listed sea-cucumber species; (m) Updating Fishes of the Maldives Catalogue; (n) Updating Corals of the



Maldives Catalogue; (o) Enhanced regional and international engagements on fisheries science and management

In support of this, the Research and Science Specialist will be expected to report to the Project Manager and to work closely with the technical staff of MoFOR, MMRI and PMU staff as well as with the project members from the World Bank.

### **C. OVERALL RESPONSIBILITY**

The overall responsibilities of the Research and Science Specialist include, but are not limited to the following:

1. Implement and coordinate the marine fishery research activities implemented by the project.
2. Conduct Study on the distribution of tuna at Anchored Fish Aggregating Devices
3. Implement research program on biological studies of key pelagic and bait fish species.
4. Implement scientific observation of pole-and-line and handline tuna fishing trips.
5. Oversee the research program on genetic diversity and population structure of key species caught in the tuna live-bait fishery.
6. Oversee scientific monitoring of tuna fisheries (size sampling).
7. Scientific monitoring of tuna fisheries.
8. Enhance regional and international engagements on fisheries science and management.
9. Conduct biological studies of key reef fish species.
10. Conduct studies to understanding population connectivity of reef fish species through genetic analysis.
11. Oversee scientific monitoring of key reef-based fisheries
12. Carryout resource assessment of key exploited reef species based on all available information.
13. Document fishing grounds and seasonality of reef-based fisheries.
14. Establish baseline population information for data limited invertebrate fisheries resources, including for CITES listed sea-cucumber species.
15. Update fishes of the Maldives Catalogue.
16. Contribute and assist in the preparation of the Annual Workplan for the research activities.
17. Any other task assigned by the Project as may be necessary for the performance of the duties for the projects.
18. Publish findings from the studies in scientific Journals



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#### **D. QUALIFICATIONS AND EXPERIENCE**

1. A Master's Degree in Marine Science, Marine Biology, Data Analytics, or Data Science.
2. At least five (5) years of Experience in scientific reporting, study design and previous involvement in resource assessment projects.
3. Strong computer literacy, in Microsoft office suite and use of technical software (eg. Statistical software, GIS software, etc)
4. Strong organizational and planning skills with ability to work independently as well as a team player, under stress
5. Should have strong and proactive interpersonal communicative skills, experience in team leadership and participatory management.
6. Ability to draw out the information collected to deliver relevant knowledge-sharing products to stakeholders;
7. The successful individual must be willing to work for extended periods without direct supervision and travel to islands within the project area.

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 by the Implementing Agency.
2. The Research and Science Specialist 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.
3. The Research and Science Specialist shall provide input to the reporting requirements of the World Bank and the Government.



## **F. SCHEDULE FOR THE ASSIGNMENT**

Duration of the assignment is 36 months from the commencement of the works with potential extension based on performance. The successful candidate is expected to commence the services in April 2024.

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

## **G. RENUMERATION AND OTHER BENEFITS**

1. MVR 31,000 – 36,000/- depending on qualification and experience, per calendar month as remuneration for the services provided.
2. Training and travel expenses related to service under this contract will be covered from the project budget.
3. S/he shall participate in the Maldives Retirement Pension Scheme as required by the Maldives Pension Law and its regulations.
4. Medical insurance coverage will be provided.
5. S/he will be given an allowance called “Ramadan Allowance” as per the rules of the Government, prior to the beginning of the month of Ramadan. The allowance will be entitled only to Muslims.

## **H. SERVICES AND FACILITIES TO BE PROVIDED BY THE IMPLEMENTING AGENCY**

1. Office space and other facilities such as computers will be provided as required.

