

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ



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

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

### **Farm Hand**

### **Terms of Reference**

#### **A. BACKGROUND**

The Government of the Republic of Maldives through the Ministry of Fisheries, Agriculture 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 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
- 3.3. Skills and Capacity Building for Supporting Enterprise Development in Fisheries Sector
- 4.4. Augmentation of Project Management Capacity of MoFOR including Building Capacities for Enhanced Regional Cooperation

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### **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 (PMU) wishes to contract a Farm Hand to work on the Mariculture Research and Training Program. The Farm Hand should assist in the day-to-day operation of Maniyafushi hatchery and nursery. S/he will be expected to report to the Technical Manager and to work closely with the other members of the Project, as well as with the project members from the World Bank

#### **C. OVERALL RESPONSIBILITY**

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

1. Carry out day-to-day routine work
  - Maintaining records of all consumables, tests carried out, and services provided
  - Monitoring and recording water quality in individual tanks
  - Maintaining records of servicing of equipment
  - Timely feeding and recording according to schedules provided.
  - Routine cleaning of hatchery premises
  - Routine cleaning and maintenance of hatchery equipment and machinery
  - Report immediately to the Technical Manager of any abnormalities observed in tanks.
  - Collecting and maintaining dead animal specimens for laboratory examination, as instructed.
  - Safe disposal of dead animals, as instructed.
  - Carrying out minor repairs of nursery equipment, and reporting to the Supervisors of any malfunctioning equipment.
2. Assist in providing aquatic animal health services.
3. Assist in mariculture training activities conducted by the project.
4. Work in shifts to ensure aeration of the nursery tanks, security of all in-water structures, and condition of fingerlings at all times.
5. Assist in other field activities of the project.
6. Assist in mariculture training activities conducted by the project.
7. Work in other mariculture projects whenever required.

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

1. Completion of Secondary School Education (GCE O'Level)
2. Should have good health and ability to work in the sea for long hours.
3. Candidate should demonstrate knowledge of good aquaculture practices
4. Experience and understanding of project management, project planning and evaluation, as well as institutional reforms

5. Strong organizational and planning skills with ability to work independently as well as a team player, under stress
6. Should have strong and proactive interpersonal communicative skills, experience in team leadership and participatory management.
7. Ability to perform fieldwork and collect samples as needed.

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 and 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 Technical Manager – Research and Production on all aspects of Project Management throughout the duration of the contract unless otherwise advised by the Implementing Agency.
2. The Farm Hand is expected to report to work on weekdays at 0700 hours other than public holidays and provide services to the Client for an average of 48 hours a week. Remuneration for less than 6 hours work per day will be on a pro-rate basis.
3. The Farm Hand shall provide all the necessary reports and updates to the Technical Manager-Research and Production to be presented at the Project Steering Committee and donor agencies whenever needed.
4. The Farm Hand is required to report to work in official attire except on fieldwork.

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

Duration of the assignment is 1 Year from the commencement of the works with potential extension based on performance. The successful candidate is expected to commence the services in July 2026.

This position is based at the Maniyafushi Research and Demonstration Facility at K. Maniyafushi, Maldives Marine Research Institute in Male' with travel to Islands or field visits as maybe required.

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

1. The Farm Hand shall be paid monthly remuneration of MVR 4465/- (Four Thousand Four Hundred and Sixty-Five Rufiyaa Only) for the services provided by the Farm Hand, except for unauthorized leave.
2. Farm Hand will be entitled to a monthly service allowance of MVR 1500/- (One Thousand Five Hundred Rufiyaa Only), and a special duty allowance that is 35% of the basic salary per month.
3. Farm Hand are also entitled to a monthly supporting-co allowance of MVR 700/- (Seven Hundred Rufiyaa Only) per month.
4. Farm Hand will receive MVR 120/- (One Hundred and Twenty Rufiyaa Only) per day as food allowance for days of service.



5. Farm Hand will receive MVR 74.42/- (Seventy-Four Rufiyaa and Forty-Two Laari Only) per hour for services provided on public holidays.
6. Farm Hand will be entitled to a risk allowance as per Clause 20 of the 6th amendment to the Maldives Civil Service Regulations.
7. Training and travel expenses under the Project as budgeted under the Project and approved by implementing agency.
8. S/he shall participate in the “Maldives Retirement Pension Scheme” as required by the Maldives Pension Law and its regulations.
9. 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. 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 Malé and field visits to islands; food, accommodation and allowance.

