بسم الله الرحمن الرحيم

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

Fishery Assistant

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 Corporate Department / Project Management Unit (PMU) set up within the Ministry of Fisheries, Agriculture 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

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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 MoFAOR 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 (PMU) wishes to contract Fishery Assistant to support the science activities of component 2 (Improved and innovative implementation, enforcement and monitoring of fisheries management plans and sharing results with SWIO countries) of the Project. The objective of the assignment is to support the Research Assistant and Research and Science Specialist to implement the science activities to be undertaken under the component.

The relevant and respective activities of the Project include: (a) scientific monitoring of the tuna and non-tuna fisheries to contribute to the enhanced understanding of the fishery and stock status of the species; (b) scientific observation of fishing trips to understand the operational aspects of fishing trips in detail; (c) biological studies on key reef, tuna and live-bait species important for the Maldives fisheries; (d) resource assessment of key species in the reef associated fisheries; (e) population structure and connectivity of key reef and live-bait species; (f) documenting the fishing grounds and seasonality of tuna and non-tuna fisheries and (g) establish baseline population information for data limited invertebrate species.

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The Fishery Assistant will be expected to report to the Research and Science Specialist and to work closely with the Research Assistant and other members of the PMU, technical staff of MoFAOR and MMRI as well as with the project members from the World Bank.

C. OVERALL RESPONSIBILITY

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

1. Assist the Research Assistant in organizing field work and administrative tasks related to implementing the activities of the science component of the Project.
2. Conduct field visits to islands/landing sites and conduct sampling/data collection from the Maldives fisheries
3. Carry out fishery sampling at Male' market, Hulhumale' port or other landing sites as required
4. Participate in fishing trips to collect detailed operational data from the fisheries
5. Assist/carry out preparatory tasks to conduct the field sampling
6. Assist the Research Assistant in entering and compiling the data sets generated from field work ensuring all data are entered on a regular basis
7. Assist the trip leader in preparing/prepare field trip reports to summarize the activities of the field trip
8. Ensure field equipment is in good working condition prior to and after each field trip. Conduct literature research and prepare awareness and other materials when required.
9. Assist and work closely with the PMU in arranging workshops/trainings related to the activities of the component
10. Obtain, fix, preserve and assist in shipping biological and tissue samples
11. Assist the Research Assistant, Research and Science Specialist and the PMU in preparing updates and reporting documents to be submitted to the World Bank and the Project Steering Committee.
12. Any other task assigned by the Project may be necessary for the performance of the duties for the project.

D. QUALIFICATIONS AND EXPERIENCE

I. Minimum Requirements

- Applicants must have a minimum of two (2) passes at grade D or above in the GCE O Level examination or an equivalent qualification, and a minimum grade C in SSC Dhivehi or HSC Dhivehi.

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- Fluent in written and spoken English and Dhivehi.
- Computer literacy; able to use Microsoft Office Word, Access, Excel, PowerPoint
- Ability to interact with multiple staff in the relevant agencies and respond to and liaise with stakeholders from industry and private sector.
- The successful individual must be willing to work for extended periods without direct supervision and travel to islands within the project area.
- Demonstrates openness to change and ability to manage complexities.
- Should have strong and proactive interpersonal communicative skills, experience in team leadership and participatory management.

II. Additional Skills

- Knowledge on key concepts of data and database management.
- Comfortable working onboard fishing vessels and grouper cages for long hours and in water activities if required.
- Good swimming and snorkeling skills.

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 able to travel to outer islands for field work, be comfortable in working on fishing vessels at sea and be flexible to emerging or changing conditions and undertake initiative to overcome challenges. S/he must be able to swim and snorkel as s/he will be travelling and be on sea going and fishing vessels for field work.

E. REPORTING REQUIREMENT

1. Report directly to the Research and Science Specialist on all aspects of Project Management throughout the duration of the contract unless otherwise advised by the Implementing Agency.
2. The Fishery Assistant is expected to report to work on weekdays from 0800 – 1400 hours other than public holidays and field days.
3. The Fishery Assistant shall provide all the necessary reports and updates to the Research and Science Specialist.

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4. The Fishery Assistant is required to report to work in official attire except in preparation and during field work and when handling and processing fish, tissue or other biological samples.

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 October 2026. This position is based at the Project Office of the Ministry of Fisheries, Agriculture and Ocean Resources in Male' with travel to Islands vessels or field visits as maybe required.

G. REMUNERATION AND OTHER BENEFITS

1. The Fishery Assistant shall be paid monthly remuneration of MVR 8285/- (Eight Thousand Two Hundred and Eighty-Five Rufiyaa Only) for the services provided by the Fishery Assistant, except for unauthorized leave.
2. Fishery Assistant will be entitled to a monthly job allowance of MVR 2485/- (Two Thousand and Four Hundred and Eighty-Five Rufiyaa Only)
3. Fishery Assistants are also entitled to an attendance allowance of MVR 65/- (Sixty-Five Rufiyaa Only) for each day attended on official working days.
4. Training and travel expenses related to service under this contract will be covered by the project budget.
5. S/he shall participate in the Maldives Retirement Pension Scheme as required by the Maldives Pension Law and its regulations.
6. 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.

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