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Ministry of Environment

Male', Republic of Maldives.

Date: 28.02.2021

Announcement Reference No: (IUL)438-HRU/438/2021/54

Terms of Reference

Project: Enhancing National Development through Environmentally Resilient Islands “ENDhERI”

Position: Project Manager

Type of Contract: Individual

Thematic Area: Biodiversity

Duration: 5 years

1. Project Background

The Government of the Republic of Maldives through the Ministry of Environment is implementing Enhancing National Development through Environmentally Resilient Islands (ENDhERI) project financed by Global Environment Facility (GEF) and assisted by United Nations Environment Program (UNEP) with the objective of enhancing reef protection, resilience and ecosystem recovery by reducing development impacts in a selected project site the Maldives, enabled for replication nationally through public awareness and integrating the values of marine biodiversity and other natural capital in national.

This project aims to assist the government of the Maldives in its implementation of new environmental policies and transition towards national adoption of Green Growth atoll development that will sustain marine Natural Capital (NC) and strengthen the resilience and recovery of reef ecosystems. This will be informed by learning from atoll-wide integrated coastal zone management within a Managed Marine Area / Biosphere Reserve framework, and the application of innovative sustainability practices and standards in agriculture, fisheries, tourism and construction sectors as the basis for transforming the human ecological footprint in Laamu Atoll, and taking this up to national level through sector transformation, spatial planning and improved governance based on NC accounting. The intermediate objective of this transformation is to minimize the flows of pollutants from land-based activities into the adjacent marine environment, and reduce marine-based drivers of reef degradation including baitfish and reef fisheries. Overall, the project seeks to enhance reef ecosystem integrity and resilience through sustainable management, reducing development impacts and integrating NC accounting into national planning.



- Manage requests for the provision of financial resources by UNEP, through advance of funds, direct payments, or reimbursement using the UNEP provided format.
- Prepare, revise and submit project work and financial plans, as required by PSC and UNEP.
- Monitor financial resources and accounting to ensure accuracy and reliability of financial reports, submitted on a quarterly basis.
- Manage and monitor the project risks initially identified and submit new risks to the PSC for consideration and decision on possible actions if required;
- Manage and monitor the implementation and reporting of safeguards requirements under the project's ESERN (Environmental, Social and Economic Review Note) with assistance from PMU and Project Implementation Unit staff.
- Liaise with UNEP, PSC, relevant government agencies, and all project partners, including donor organizations and CSOs for effective coordination of all project activities.
- Facilitate administrative support to subcontractors and training activities supported by the Project.
- Oversee and ensure timely submission of the Inception Report, Project Implementation Report, Technical reports, quarterly financial reports, and other reports as may be required by UNE, GEF and other oversight agencies.
- Disseminate project reports and respond to queries from concerned stakeholders.
- Report progress of project to the steering committees, and ensure the fulfilment of PSC directives.
- Oversee the exchange and sharing of experiences and lessons learned with relevant community based integrated conservation and development projects nationally and internationally.
- Assist community groups, local government staff, CSOs, staff, students and others with development of essential skills through training workshops and on the job, training thereby increasing their institutional capabilities.
- Encourage staff, partners and consultants such that strategic, intentional and demonstrable efforts are made to actively include women in the project, including activity design and planning, budgeting, staff and consultant hiring, subcontracting, purchasing, formal community governance and advocacy, outreach to social organizations, training, participation in meetings; and access to program benefits.
- Assist and advise the focal points responsible for activity implementation in the target area.
- Carry regular, announced and unannounced inspections of all sites and the activities of the Project Implementation Unit.

4. Qualifications required:

- Master's degree or an equivalent qualification in a related field of environment or management
- At least 7 years of work experience
- Demonstrable project or programme management experience in at least one project or programme
- Experience in working with ministries or national institutions that are concerned in a related field of environment or management will be an added advantage

5. Competencies

- Strong leadership, managerial and coordination skills, with a demonstrated ability to effectively coordinate the implementation of large multi-stakeholder projects, including financial and technical aspects.
- Ability to effectively manage technical and administrative teams, work with a wide range of stakeholders across various sectors and at all levels, to develop durable partnerships with collaborating agencies.
- Ability to administer budgets, train and work effectively with counterpart staff at all levels and with all groups involved in the project.

