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Ministry of Environment

Male', Republic of Maldives.

Date: 28th April 2021

Announcement Reference No: (IUL)438-HRU/1/2021/21

Terms of Reference

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

Position: Community Co-management Specialist

Type of Contract: Individual

Thematic Area: Biodiversity

Project 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.



The project is structured in four components:

Component 1 will increase the sustainability of marine and coastal resource management under a Green Growth Strategy for Laamu Atoll (Outcome 1.1) and achieve a reduction in stressors impacting Laamu Atoll reefs through increased Green Growth and Integrated Coastal Zone Management practices in key sectors (Outcome 1.2).

Component 2 will result in increased understanding of the values and dependencies on marine NC and biodiversity and ecosystem services that supports improved livelihoods and sustainable development on Laamu and among key national stakeholders (Outcome 2.1).

Component 3 will aim to achieve increased institutional capacity, clarified mandates and integration of NC accounting in marine biodiversity conservation policy and programs (Outcome 3.1); enhanced protection of coral reefs and other marine NC through actions by corporate sectors (Outcome 3.2); and strengthened inter-sectoral coordination and spatial planning that incorporates NCA support sustainable development in the fisheries and agriculture, tourism and construction sectors (Outcome 3.3).

Component 4 will support the implementation of Components 1-3 ensuring that information and lessons learned are shared between the different Components and stakeholders and that results-based management is informed by adequate M&E procedures.

Overall, the project will lead to enhanced conservation and sustainable management of the coral reef-atoll seascapes throughout the Maldives through an in-built design for scaling up from local experience to national change across its three components. Integration of the NC concept and approaches into business models, risk analyses and decision-making processes within government, private sector and financial institutions is expected to align national and local governance with the enhanced planning needs outlined in the National Biodiversity Strategy and Action Plan.

2. Responsibilities and detailed tasks:

Main role of the Community Co-management specialist has to conduct a scoping study, determine target groups and methods, facilitate development and coordinate implementation of the national Outreach Plan, monitor participation and results to inform adaptive management

The Community Co-management Specialist would be responsible for, but not limited to, the following activities:

- Ensure social and environmental safeguard measures are adequately implemented in all projects administered by the PMU and ensure GEF safeguard policies are complied.
- Ensure that consultations continue throughout project implementation and are carried out in a comprehensive and appropriate manner; including periodic updating of the consultations plan.
- Design and implement ESMF for ENDhERI Project to ensure that all safeguard measures are incorporated into project implementation
- Ensure the delivery of ESMF orientation, training and capacity building activities for all project stakeholders.
- Identify further training requirements of technical and field staff of the project, where applicable.
- Educate project affected families on the relevant environmental and social safeguards issues and relevant policies.



- Where applicable, develop information, education and communication (IEC) materials and facilitate workshops on good environmental and social practices relevant to all projects administered by the PMU.
- Co-ordinate with the various island administration offices on periodic basis on environmental and social issues.
- Assist GoM in ensuring environmental responsibilities of the project, such as compliance with the environmental protection laws and regulations of the country.
- Assist GoM in ensuring social responsibilities of the project, such as compliance with the labour laws, prohibition of child labour, HIV/AIDS and gender issues.
- Ensure safeguard measures are adequately implemented.
- Establish, maintain and raise awareness of grievance redress system and assist island councils and their communities in the redress of their grievances in a timely manner.

3. Qualifications required:

The Community Co-management Specialist shall meet following qualifications, experience and competency

- Bachelor's degree with minimum 10 years of experience or Master's degree with minimum 5 years of experience in Environmental Management, Environmental Science or a related field
- Experience in social safeguard will be an added advantage
- Sound understanding of principles underlying environmental management and international best practices in the field. The candidate is expected to be familiarized with both national and international, environmental and safeguard policies.
- Thorough understanding of environmental politics and socio-economic environment of local communities and the government will be an added advantage
- Excellent language skills in Dhivehi and English (writing, speaking and reading)
- Good interpersonal skills and communication

4. Collaboration, Guidance and Supervision

- The Community Co-management specialist will be contracted by the Ministry of Environment and is fully accountable to the Ministry on the quality and timely delivery of his/her work under the contract. During the period of work, the Community Co-management Specialist will work under the guidance and supervision of the Project Manager, and will work closely with the Communications Specialist.

5. Duration of the Assignment

- The Community Co-management Specialist will be hired for a period of 12 months with the possibility of extension based on performance appraisal



6. Remuneration

- Remuneration will be at the rate of MVR 28,170/- per month

7. Selection Criteria

Community Co-management Specialist will be selected based on the following criteria:

Criteria	Weightage (%)
Achieved minimum academic qualification	30
Required work experience as per TOR	10
Experience in managing stakeholders at local and national level in at least one project/programme (2 points for each project/programme)	10
Experience in working with ministries or national institutions that are concerned in a related field of environmental management (2 points for each year)	10
Proof of proficiency in skills such as English and Dhivehi language, computer applications and Environmental management (2 points for each)	10
Interview	30

8. Application

The applicants shall submit their applications along with the following documents:

- Curriculum Vitae (clearly stating the starting and ending month and year for previous experiences)
- Copy of National ID Card
- Accredited copies of Academic Certificates (Documents accepted are copy of accredited certificates/ Letter of completion from the university together with a written document from Maldives Qualification Authority stating that the course completed is accredited to a certain level.)
- Employment Verification Letter from previous employer(s)
- Candidates currently working in the Civil Service should provide a letter of no objection from their current employer to release from the job.

9. Submission

Interested candidates may submit their proposals in hard copy on or before 1200hrs of 9th May 2021 to the following address.

Human Resource Department
hr@environment.gov.mv



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