

Sustainable Fisheries Resources Development Project

Terms of Reference

Grouper Fisheries Programme Officer

A. BACKGROUND

The Government of the Republic of Maldives through the Ministry of Fisheries and Agriculture is implementing Maldives –Sustainable Fisheries Resources Development 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 Agriculture. 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 are as follows: (a) at the larger South-West Indian Ocean Region, to improve the management of selected priority fisheries at regional, national and community levels; and (b) at the national level, the overall development objective would be to enhance the government’s capacity to manage and govern the fisheries sector, including formulating appropriate adaptive sector policies; to ensure sustainability of marine fisheries; and to development of mariculture as an important source of inclusive growth of economy, income and jobs, to be able to respond to changing needs of the Indian Ocean region.

B. OBJECTIVES OF ASSIGNMENT

The Project Management Unit (PMU) wishes to contract a Grouper Fisheries Programme Officer to work on updating the status of the grouper fisheries stock, assessments, conservation and research during the Project period for the long term management of fisheries through marine fisheries conservation research. The objective of this assignment is to develop and implement a strategic grouper fishery sampling programme aiming at collecting basic fishery species data for assessment of the grouper fishery stocks which could help to put forward scientifically backed management advice. Furthermore, gathering biological information of the spawning aggregations, managing the 5 designated grouper spawning protected areas. S/he will have the overall responsibility for implementing the project; ensuring that the project meets satisfactory and adequate results; prepare timely and accurate progress reports for the project.

The Grouper Fisheries Programme Officer will be expected to report to the Project Director and to work closely with the Component Coordinators of the project and other members of the PMU, as well as with the project members from the World Bank.

C. OVERALL RESPONSIBILITY

The overall responsibilities of the Grouper Fisheries Programme Officer include, but are not limited to the following:

1. Develop a detailed work plan on accomplishing the objectives of the project.
2. The coordination of the Grouper Fisheries Programme activities working in close collaboration with MoFA, the respective grouper fishing vessels, Grouper cages, island council, communities and grouper exporters
3. Preparation of sampling protocol guidelines, grid maps and other materials
4. Orientation and training of field officers on sampling protocols, species identification, data recording and compilation in log books
5. Monitoring and evaluating the quality of data collected by the Field Officers on size, numbers and species etc.
6. Carrying out field audit, sampling consistency checks and validation of catch
7. Monitoring of the fishery through catch and export data
8. Overseeing data entry and developing a grouper fishery catch and biological database
9. Monitoring the size and species composition of grouper spawning aggregations in the PA
10. Enforcement and surveillance of the grouper PA by the Field Officers through community engagement
11. Gonad sampling of groupers to identify the size and age of fish maturation
12. Grouper surveys to be conducted through Fishwatch, National Coral Reef Monitoring Programme and other citizen science programmes
13. Oversee the staff performance and quality of outputs of the staff engaged in the Grouper Fisheries Project
14. Reporting on the Project's progress at specified intervals
15. Developing the ToR for the Expert Consultant, ensuring the gaps identified in the project to be addressed with the overall requirements; and facilitating the expert consultant's work
16. Improvement of the program with the implementation of recommendations from Expert consultant guidance
17. Research, data analysis and reporting (yearly review, project mid-term review)
18. Preparation of the final stock assessment report with the guidance of expert consultant
19. Preparation for knowledge sharing and awareness building workshops for fishermen and presentation of the project study findings
20. Plan and implement short-term training for fishermen and MOFA staff
21. Acquire data for continuous improvement of reef fisheries management
22. Coordination with (i) PMU staff including Communications Officer, Procurement Officer and Financial Management Officer; and (ii) Establish and ensure efficient and satisfactory progress Monitoring and Evaluation Framework against the indicators established in the, project action plans.
23. Reporting to the Project Director and World Bank on all aspects of the project throughout the duration of the project.

D. QUALIFICATIONS AND EXPERIENCE

1. A recognized graduate university degree in Fisheries Science, Marine Biology, Marine Science, Environmental Science or in a related field

2. At least 2 years' experience working in the Maldives preferably with the government agencies involved in the field of fisheries management, research, environment and/or marine resources management;
3. A thorough knowledge or demonstrated ability to rapidly acquire knowledge about strategic reef fisheries assessments, research processes, procedures for performance monitoring and evaluation;
4. Fluent in written and spoken English and Dhivehi;
5. A high level of computer literacy is required. Familiarity with programs like Word, Excel and PowerPoint are required.
6. The successful individual must be willing to work for extended periods without direct supervision and travel to islands within the project area.
7. Strong organizational and planning skills with ability to work independently as well as a team player, under stress, and ability to get works from relatively junior staff.
8. Should have strong and proactive interpersonal communicative skills, experience in team leadership and participatory management.
9. Willingness to travel to islands of Maldives where the project is being implemented (for short or longer durations, as per demand of the Project) is a must.

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 Project Director on all aspects of Project Management throughout the duration of the contract unless otherwise advised by the Implementing Agency.
2. The Grouper Fisheries Programme Officer is expected to work on week days other than public holidays and provide services to the Client for an average of 20 hours a week.
3. The Grouper Fisheries Programme Officer shall provide all the necessary reports and updates to the Project Director to be presented at the Project Steering Committee and donor agencies whenever needed.

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 July 2017.

This position is based at the Marine Research Centre, in Malé with travel to Islands, vessels or field visits as maybe required.

G. REMUNERATION AND OTHER BENEFITS

1. MVR 7,700 per calendar month as remuneration for the services depending on qualifications and experience, for the services provided by the Grouper Fisheries Programme Officer
2. Training and travel expenses under the PMU as budgeted under the Project and approved by implementing agency.

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

Sustainable Fisheries Resources Development Project

Terms of Reference

Reef Fisheries Programme Officer

A. BACKGROUND

The Government of the Republic of Maldives through the Ministry of Fisheries and Agriculture is implementing Maldives –Sustainable Fisheries Resources Development 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 Agriculture. 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 are as follows: (a) at the larger South-West Indian Ocean Region, to improve the management of selected priority fisheries at regional, national and community levels; and (b) at the national level, the overall development objective would be to enhance the government’s capacity to manage and govern the fisheries sector, including formulating appropriate adaptive sector policies; to ensure sustainability of marine fisheries; and to development of mariculture as an important source of inclusive growth of economy, income and jobs, to be able to respond to changing needs of the Indian Ocean region.

B. OBJECTIVES OF ASSIGNMENT

The Project Management Unit (PMU) wishes to contract a Reef Fisheries Programme Officer to work on updating the status of the reef fisheries stock, assessments, conservation and research during the Project period for the attainment of long term management of fisheries through marine fisheries conservation research. The objective of this assignment is to develop and implement a strategic reef fishery sampling programme aiming at collecting basic fishery species data for assessment of the reef fishery stocks which could help to put forward scientifically backed management advice. S/he will have the overall responsibility for implementing the project; ensuring that the project meets satisfactory and adequate results; prepare timely and accurate progress reports for the project.

The Reef Fisheries Programme Officer will be expected to report to the Project Director and to work closely with the Component Coordinators of the project and other members of the PMU, as well as with the project members from the World Bank.

C. OVERALL RESPONSIBILITY

The overall responsibilities of the Reef Fisheries Programme Officer include, but are not limited to the following:

1. Develop a detailed work plan on accomplishing the objectives of the project.

2. The coordination of the Reef Fish Programme activities working in close collaboration with MoFA, the respective reef fishing vessels, island councils and communities
3. Preparation of sampling protocol guidelines, grid maps and other materials
4. Orientation and training of field officers on sampling protocols, species identification, data recording and compilation
5. Monitoring and evaluating the quality of data collected by the Field Officers
6. Carrying out field audit and sampling consistency checks on Field Officers
7. Overseeing data entry and developing a reef fishery catch database
8. Oversee the staff performance and quality of outputs of the staff engaged in the Reef Fisheries Project
9. Reporting on the Project's progress at specified intervals
10. Developing the ToR for the Expert Consultant, ensuring the gaps identified in the project to be addressed with the overall requirements; and facilitating the expert consultant's work
11. Improvement of the programme with the implementation of recommendations from Expert consultant guidance
12. Research, data analysis and reporting (yearly review, project mid-term review)
13. Preparation of the final stock assessment report with the guidance of expert consultant
14. Preparation for knowledge sharing and awareness building workshops for fishermen and presentation of the project study findings
15. Plan and implement short-term training for fishermen and MOFA staff
16. Acquire data for continuous improvement of reef fisheries management
17. Coordination with (i) PMU staff including Communications Officer, Procurement Officer and Financial Management Officer; and (ii) Establish and ensure efficient and satisfactory progress Monitoring and Evaluation Framework against the indicators established in the, project action plans.
18. Reporting to the Project Director and World Bank on all aspects of the project throughout the duration of the project.

D. QUALIFICATIONS AND EXPERIENCE

1. A recognized graduate university degree in Fisheries Science, Marine Biology, Marine Science, Environmental Science or in a related field
2. At least 2 years' experience working in the Maldives preferably with the government agencies involved in the field of fisheries management, research, environment and/or marine resources management;
3. A thorough knowledge or demonstrated ability to rapidly acquire knowledge about strategic reef fisheries assessments, research processes, procedures for performance monitoring and evaluation;
4. Fluent in written and spoken English and Dhivehi;
5. A high level of computer literacy is required. Familiarity with programs like Word, Excel and PowerPoint are required.
6. The successful individual must be willing to work for extended periods without direct supervision and travel to islands within the project area.

7. Strong organizational and planning skills with ability to work independently as well as a team player, under stress, and ability to get works from relatively junior staff.
8. Should have strong and proactive interpersonal communicative skills, experience in team leadership and participatory management.
9. Willingness to travel to islands of Maldives where the project is being implemented (for short or longer durations, as per demand of the Project) is a must.

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 Project Director on all aspects of Project Management throughout the duration of the contract unless otherwise advised by the Implementing Agency.
2. The Reef Fisheries Project Assistant is expected to work on week days other than public holidays and provide services to the Client for an average of 20 hours a week.
3. The Reef Fisheries Project Assistant shall provide all the necessary reports and updates to the Project Director to be presented at the Project Steering Committee and donor agencies whenever needed.

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 July 2017.

This position is based at the Marine Research Centre, in Malé with travel to Islands, vessels or field visits as maybe required.

G. RENUMERATION AND OTHER BENEFITS

1. MVR 7,700 per calendar month as remuneration for the services depending on qualifications and experience, for the services provided by the Reef Fisheries Project Assistant
2. Training and travel expenses under the PMU as budgeted under the Project and approved by implementing agency.

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.

Sustainable Fisheries Resources Development Project

Terms of Reference

Tuna Sampling Programme Officer

A. BACKGROUND

The Government of the Republic of Maldives through the Ministry of Fisheries and Agriculture is implementing Maldives –Sustainable Fisheries Resources Development 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 Agriculture. 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 are as follows: (a) at the larger South-West Indian Ocean Region, to improve the management of selected priority fisheries at regional, national and community levels; and (b) at the national level, the overall development objective would be to enhance the government’s capacity to manage and govern the fisheries sector, including formulating appropriate adaptive sector policies; to ensure sustainability of marine fisheries; and to development of mariculture as an important source of inclusive growth of economy, income and jobs, to be able to respond to changing needs of the Indian Ocean region.

B. OBJECTIVES OF ASSIGNMENT

The Project Management Unit (PMU) wishes to contract a Tuna Sampling Programme Officer to work on updating the status of the tuna fisheries stock, assessments, conservation and research during the Project period for the attainment of Project objectives. The objective of this assignment is to strengthen and add to the existing data series and contribute to better management of tuna resources in the Indian Ocean. Implement a strategic tuna fishery sampling programme aiming at collecting basic fishery species data gaps for assessment of the tuna fishery stocks which could help to put forward scientifically backed management advice. S/he will have the overall responsibility for implementing the programme; ensuring that the programme meets satisfactory and adequate results; prepare timely and accurate progress reports for the programme.

The Tuna Sampling Programme Officer will be expected to report to the Project Director and to work closely with the Component Coordinators of the project and other members of the PMU, as well as with the project members from the World Bank.

C. OVERALL RESPONSIBILITY

The overall responsibilities of the Tuna Sampling Programme Officer include, but are not limited to the following:

1. Develop a detailed work plan on accomplishing the objectives of the Tuna Sampling Programme
2. The coordination of the Tuna Sampling Programme activities working in close collaboration with port samplers in key localities that represent the different aspects of the tuna fishery. These will include pole-and-line catch landing ports, handline catch landing ports and landing sites that represent the artisanal fisheries. The contracted samplers will be tasked to gather biological data: length, weight, species composition etc. from the respective landing sites
3. Preparation of sampling protocol guidelines, grid maps and other materials
4. Orientation and training of samplers on sampling protocols, species identification, data recording and compilation
5. Monitoring, evaluating the quality of data collected by the samplers
6. Carrying out field audit and sampling consistency checks on samplers
7. Overseeing data entry and maintaining the Tuna Size Database
8. Oversee the staff performance and quality of outputs of the staff engaged in the Tuna Sampling Programme
9. Reporting on the Project's progress at specified intervals
10. Improvement of the programme with the recommendations from Experts review
11. Research, data analysis and reporting (yearly review, project mid-term review)
12. Preparation of the final technical report with the guidance of experts Conducting knowledge sharing and awareness building sessions and presentation of the programme findings at relevant workshops and seminars.
13. Coordination with (i) PMU staff including Communications Officer, Procurement Officer and Financial Management Officer; and (ii) Establish and ensure efficient and satisfactory progress Monitoring and Evaluation Framework against the indicators established in the, project action plans.
14. Reporting to the Project Director and World Bank on all aspects of the project throughout the duration of the project.

D. QUALIFICATIONS AND EXPERIENCE

1. A recognized graduate university degree in Fisheries Science, Marine Biology, Marine Science, Environmental Science or in a related field
2. At least 2 years' experience working in the Maldives preferably with the government agencies involved in the field of fisheries management, research, environment and/or marine resources management;
3. A thorough knowledge or demonstrated ability to rapidly acquire knowledge about tuna fisheries assessments, research processes, procedures for performance monitoring and evaluation;
4. Fluent in written and spoken English and Dhivehi;
5. A high level of computer literacy is required. Familiarity with programs like Word, Excel and PowerPoint are required.
6. The successful individual must be willing to work for extended periods without direct supervision and travel to islands within the project area.

7. Strong organizational and planning skills with ability to work independently as well as a team player, under stress, and ability to get works from relatively junior staff.
8. Should have strong and proactive interpersonal communicative skills, experience in team leadership and participatory management.
9. Willingness to travel to islands of Maldives where the project is being implemented (for short or longer durations, as per demand of the Project) is a must.

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 Project Director on all aspects of Project Management throughout the duration of the contract unless otherwise advised by the Implementing Agency.
2. The Tuna Sampling Programme Officer is expected to work on week days other than public holidays and provide services to the Client for an average of 20 hours a week.
3. The Tuna Sampling Programme Officer shall provide all the necessary reports and updates to the Project Director to be presented at the Project Steering Committee and donor agencies whenever needed.

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 July 2017.

This position is based at the Marine Research Centre, in Malé with travel to Islands, vessels or field visits as maybe required.

G. RENUMERATION AND OTHER BENEFITS

1. MVR 7,700 per calendar month as remuneration for the services depending on qualifications and experience, for the services provided by the Tuna Sampling Program Officer
2. Training and travel expenses under the PMU as budgeted under the Project and approved by implementing agency.

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