

# **Sustainable Fisheries Resources Development Project**

## **Terms of Reference**

### **Fisheries Management Component Coordinator**

#### **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 objective of the assignment is to provide technical input and advice to implement the fisheries management component activities to be undertaken under the project.

The relevant and respective activities of the Project include: (a) updating the policy and legislative framework, (b) establishment of zoning (c) support to development of National and local fisheries management plans; (d) Reporting mechanisms, data collection and processing, (e) Facilitating partnerships in the Indian Ocean countries (e) collaboration with national GIS, (f) development of fisheries management information system (MIS), (g) augmented statistics and coordination with the National Bureau of Statistics.

#### **C. RESPONSIBILITIES AND TASKS**

The overall responsibilities of the Fisheries Management Component Coordinator (FM-CC) include, but are not limited to the following:

- (a) Updating the policy and legislative framework
  - Developing the ToR of the expert consultant to review the fisheries policy and legislative framework to address the emerging issues

- Conducting consultative workshops to discuss the changes brought to the legal framework
  - Conducting workshops and in-house training for technical staff on the emerging policies and legal framework
- (b) Establishment of zoning
- Preparation of a guidance document for decision makers' on how to zone the ocean to conserve fisheries, biodiversity, mitigate conflict and accommodate multiple uses.
  - Establishing potential fishery zones in coordination with service providers and dissemination of information/communicating to the public
- (c) Support to development of National and local fisheries management plans;
- Coordination of the marine capture fisheries conservation research in liaison with Marine Research Center
  - Coordination of the project to formulate and implement a management framework for reef fisheries – grouper, reef fisheries, aquarium and recreational fishery
  - Coordinate to develop resource maps based on community based/stakeholders/research data as required for resource management
  - Establishing locally managed areas for different species or resources to improve recruitment into the fishery
  - Assist to develop an operational framework for incorporating coral reef resources management decisions into policy
  - Technical Evaluation of systems to be procured to meet the needs of the sector, oversight activities for the projects;
  - Participate in providing technical input to support the reef resources management activities.
- (d) Reporting mechanisms, data collection and processing,
- Coordinating capacity building activities in relation to resource management and data collection
  - Coordination to improve data collection and processing for all oceanic and reef fisheries
  - Guidance on preparation of statistical reports, socio economic reports etc
- (e) Collaboration with national GIS,
- Assist to develop a national information system to improve the management of reef resources through modern technology/applications
  - Collaborate with the national GIS to update the information
- (f) Development of fisheries management information system (MIS),
- Guidance on updating the existing MIS with the changes and documenting
- (g) Augmented statistics and coordination with the National Bureau of Statistics
- Revise and update the fisheries statistics to reflect the true contribution from the sector to the GDP
- (h) Facilitating partnerships with the Indian Ocean countries
- Assist to develop and implement Fisheries Management activities at regional and national level

- Consensus building workshops etc on management of common fisheries resources and achieving goals

In addition will execute the following activities:

- Identification of gaps in training requirements and ensure staff and field officers are updated on the national developments
- Monitoring and evaluating operating performance against the indicators established in the Monitoring and Evaluation Framework, and action plans.
- Liaise with Projects stakeholders and ensure compliance of project components with Project Approval Documents and the World Bank's Procurement Regulations for Borrowers for Goods, Works, Non-Consulting and Consulting Services dated July 1, 2016.
- Provide technical input on projects consultancy documents as required;
- Participate in management oversight activities during equipment installations, and maintain regular meetings, maintaining logs and records of the progress, issue of change notices and approval of payments as may be required from time to time;
- Participate in document review, evaluation and other relevant committees that may be formed under PMU Projects as required from time to time including but not limited to World Bank review missions.
- Participate in monitoring and evaluation for the contracts issued for projects managed by PMU including but not limited to the following:
  - a) Implementation schedules and budget;
  - b) The performance of the component against the component objectives;
- On behalf of MOFA and PMU and with support from relevant MOFA and PMU staff and the Procurement Specialist engaged by PMU, (a) supervise the progress, quality of interim and final outputs, and timeliness for each contract under the Component, (b) review and cause to verify quality of outputs from each of the contracts under the Components with support from MOFA staff, PMU and relevant experts and consultants as the case may involve; (c) in consultation with Project Director and Procurement Specialist of PMU, recommend to the contractors/suppliers/consultants all measures to be taken to implement the contract as per contract documents and to the satisfaction of MOFA, (c) recommend to the PMU opinions on variation orders or any other amendment to the contract as may be needed from time to time to ensure satisfactory completion of contracts.

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

1. A Master's Degree in Fisheries Science, Fisheries Resources Management or of a relevant field.
  - i. The candidate will be at an advantage for having past experience working on similar Fisheries Management projects funded by International Donors.
  - ii. Experience and understanding of project management, project planning and evaluation, as well as institutional reforms
  - iii. Strong organizational and planning skills with ability to work independently as well as a team player, under stress
  - iv. Should have strong and proactive interpersonal communicative skills, experience in team leadership and participatory management.

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 portfolio. 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 Fisheries Management Component Coordinator 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 Component Coordinator 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 Ministry of Fisheries and Agriculture in Malé with travel to Islands, vessels or field visits as maybe required.

#### **G. REMUNERATION AND OTHER BENEFITS**

1. MVR 12,300 per calendar month as remuneration for the services depending on qualifications and experience, for the services provided by the Component Coordinator
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**

### **Mariculture Component Coordinator**

#### **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 objective of the assignment is to provide technical input and advice to implement the mariculture component activities to be undertaken under the project.

The relevant and respective activities of the Project include: (a) augmentation and operation of the Mariculture Research and Development Facility (MRDF) at Maniyafushi, (b) establishment and operation of the Aquatic Animal Quarantine Facility and the Aquatic Animal Health Laboratory at Hulhulé Island, (c) establishment and operation of a multi-species hatchery in Ga. Matu Island; (d) supporting establishment of mariculture grow-out farms in Maldives.

#### **C. RESPONSIBILITIES AND TASKS**

The overall responsibilities of the Mariculture Component Coordinator (Mariculture - CC) include, but are not limited to the following:

- Overseeing all the technical aspects of the mariculture component of the project
- For MRDF:
  - Preparing business plan for the Mariculture Research and Development Facility (MRDF) at Maniyafushi; and implementation of such business plan during the project period;

- In association with the PD/PMU, recruitment of appropriate personnel at MRDF including researchers including expatriate consultants;
- Lead preparation of technical specifications parts of the applicable bid documents for procurement of works, goods and services for the MRDF; provide support to PMU (including the Procurement Specialist at PMU) in the processes of finalization of bid documents, evaluation of bid and selection of appropriate contractors/suppliers/consultants.
- Overall responsible for implementation of the contract, including monitoring of the contracts; acceptance and certification of the works/installation/outputs; certification for intermediate and final payments; and preparing quarterly progress reports for each and all contracts under the project.
- Ensuring that research and development outputs are delivered in a timely way to facilitate installation and operation of the linked facilities in the project (such as the Multi-Species Hatchery or the Grow-Out mariculture farms)
- Aquatic Animal Quarantine and Health Facility
  - Development and implementation of operations procedures of the facility
  - Lead the preparation of technical specifications for all procurement required for the facility
  - Development and implementation of aquatic disease surveillance programme
  - Organising random-checks and screening programmes to aquaculture facilities
  - Provision of advice to aquaculture operators in relation to aquatic animal health management, good husbandry practices, etc.
- Multi-Species Hatchery
  - Lead the preparation of technical specifications part of the bidding documents, for the procurement of design-build-operation of the multi-species hatchery
  - Preparation of business plan/model for the multi-species hatchery in association with PD/PMU and the TM
  - Overall oversight of multi-species hatchery operations.
  - Preparation of operational plan for the multi-species hatchery
- Grow-Out Mariculture Farms
  - Finalization of the beneficiary selection criteria
  - Finalizing content of the contract with beneficiary households (or household-level farms)
  - Tying up with Financial institutions, as may be required in future
  - Overseeing support provided by MDRF and Multi-Species hatchery
  - Finalizing monitoring systems
  - Reporting on progress
- Formulating and conducting applied mariculture research on selected marine species, documentation and publication of results of such R&D programmes
- Coordination of capacity building activities for the private sector in order to commercialize mariculture
- Coordination of the project to formulate and implement a more effective mariculture sector with biosecurity, quality control and disease surveillance framework for all levels

- Technical Evaluation of systems to be procured to meet the needs of the sector, oversight activities for the projects;
- Planning and implementation of short, medium and long term trainings required for MOFA staff as well as the industry.
- Monitoring and evaluating operating performance against the indicators established in the Monitoring and Evaluation Framework, and action plans

In addition will execute the following activities:

- Liaise with Projects stakeholders to ensure technical compliance of projects components with Project Approval Documents and Operational standards of regulators and the World Bank
- Participate in providing technical input to support mariculture implementation activities of the project and private parties.
- Provide technical input on project consultancy documents as required;
- Participate in management oversight activities during equipment installations, and maintain regular meetings, maintaining logs and records of the progress, issue of change notices and approval of payments as may be required from time to time;
- Participate in document review, evaluation and other relevant committees that may be formed under PMU Projects as required from time to time including but not limited to World Bank review missions.
- Participate in monitoring and evaluation for the contracts issued for projects managed by PMU including but not limited to the following:
  - a) Implementation schedules and budget;
  - b) The performance of the component against the component objectives;
- On behalf of MOFA and PMU and with support from relevant MOFA and PMU staff and the Procurement Specialist engaged by PMU, (a) supervise the progress, quality of interim and final outputs, and timeliness for each contract under the Component, (b) review and cause to verify quality of outputs from each of the contracts under the Components with support from MOFA staff, PMU and relevant experts and consultants as the case may involve; (c) in consultation with Project Director and Procurement Specialist of PMU, recommend to the contractors/suppliers/consultants all measures to be taken to implement the contract as per contract documents and to the satisfaction of MOFA, (c) recommend to the PMU opinions on variation orders or any other amendment to the contract as may be needed from time to time to ensure satisfactory completion of contracts

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

1. A Master's Degree in Aquaculture or mariculture
  - i. Must have professional work experience of at least five (5) years with minimum three (3) years' experience in the field
  - ii. The candidate will be at an advantage for having past experience working on similar mariculture development projects funded by International Donors.
  - iii. Experience and understanding of project management, project planning and evaluation, as well as institutional reforms

- iv. Strong organizational and planning skills with ability to work independently as well as a team player, under stress
- v. Should have strong and proactive interpersonal communicative skills, experience in team leadership and participatory management.

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 portfolio. 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 Mariculture Component Coordinator 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. Remuneration for less than 4 hours work per day will be on a pro-rata basis.
3. The Component Coordinator 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 Ministry of Fisheries and Agriculture in Male' with extensive travel to Islands or field visits as maybe required.

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

1. MVR 12,300 per calendar month as remuneration for the services depending on qualifications and experience, per calendar month as remuneration for the services provided by the Procurement 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 allowances will be provided from the project.



# **Sustainable Fisheries Resources Development Project**

## **Terms of Reference**

### **Monitoring, Control and Surveillance Component Coordinator**

#### **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 objective of the assignment is to provide technical input, advice and implement the Monitoring Control and Surveillance Component of the project activities to be undertaken under the project.

The relevant and respective activities of the Project include: (a) Assessment of the key monitoring and control issues in Maldives’ commercial fisheries sector, (b) Planning for extension of MCS for tuna and reef fisheries to cover mariculture, (c) Implementation of expanded MCS for commercial marine fisheries (including VMS); (d) Installation of electronic observer systems in vessels (also to cover reef fishing); (e) Surveillance of the EEZ (in collaboration of neighboring countries); (f) Support and facilitation of Partnerships with the Indian Ocean Countries, IOTC, SWIOFC and EU.

#### **C. RESPONSIBILITIES AND TASKS**

The overall responsibilities of the Monitoring Control and Surveillance Component Coordinator (MCS-CC) include, but are not limited to the following:

- Coordination of the project to formulate and implement a more effective fisheries sector monitoring, control and surveillance framework for all fishing vessels;
- Establish a full scale vessel monitoring surveillance system for all fishing vessels of the Maldives to further improve monitoring of fishing activities and address compliance issues.

- i. Evaluation of previous records of success or failure of MCS management measures results considered in light of new proposals;
  - ii. Encourage compliance rather than demanding enforcement and the requirements to develop whether the new systems will be feasible;
  - iii. Identify the cost of these management measures and/or non-compliance from both a financial and resource perspective, who should cover these costs - government, vessel owner, industry, or combination
  - iv. Develop Standard Operating Procedures to harmonise the MCS system
  - v. Oversee the operations of VMS – administration, installation, transmission, data compilation and management,
  - vi. Manage, contribute and design the implementation of relevant training programme
  - vii. Develop VMS Guidelines and related material
- Developing Terms of Reference for the Expert Consultants required under the MCS component of the project
  - Establish an Electronic Observer System for Maldivian fishing vessels to obtain data suitable for the collection of information on catches, by-catch, and related scientific data to support the regional fisheries management organizations reporting requirements, particularly from offshore longline vessels.
    - i. Development of an Electronic Monitoring System (EMS) including the equipment, installation and implementing the programme
    - ii. Training on EMS for crew and on-board observers, technical staff handling data
    - iii. Evaluation and cross-validation of results gathered from EMS
    - iv. Maintaining Quality and accuracy of the data collected
    - v. Assessment of resource required to analyze the data
  - Support and facilitation of Partnerships with the Indian Ocean Countries, IOTC, SWIOFC and EU.
  - Technical Evaluation of systems to be procured to meet the needs of the sector, oversight activities for the projects;
  - Coordinating capacity building activities in relation to Vessel Monitoring and Electronic Observer systems and improving MCS.
  - Identification of gaps in training requirements and ensure staff and enforcement officers working towards MCS and fishermen are updated on the regional developments
  - Monitoring and evaluating operating performance against the indicators established in the Monitoring and Evaluation Framework, and action plans.
  - Liaise with Projects stakeholders and ensure compliance of projects components with Project Approval Documents and the World Bank’s Procurement Regulations for Borrowers for Goods, Works, Non-Consulting and Consulting Services dated July 1, 2016.
  - Participate in providing technical input to support implementation activities of the MCS Component. Technical input may include but not necessarily limited to the following activities as may be required from time to time:
    - a) Mobilization of Vessel owners and Fishers on MCS planning;
    - b) Procurement of local contractors;

- c) Monitoring Control & Surveillance training;
- d) Performance monitoring and evaluation.
- Provide technical input on projects consultancy documents as required;
- Participate in management oversight activities during equipment installations, and maintain regular meetings, maintaining logs and records of the progress, issue of change notices and approval of payments as may be required from time to time;
- Participate in document review, evaluation and other relevant committees that may be formed under PMU Projects as required from time to time including but not limited to World Bank review missions.
- Participate in monitoring and evaluation for the contracts issued for projects managed by PMU including but not limited to the following:
  - a) Implementation schedules and budget;
  - b) The performance of the component against the component objectives;
- On behalf of MOFA and PMU and with support from relevant MOFA and PMU staff and the Procurement Specialist engaged by PMU, (a) supervise the progress, quality of interim and final outputs, and timeliness for each contract under the Component, (b) review and cause to verify quality of outputs from each of the contracts under the Components with support from MOFA staff, PMU and relevant experts and consultants as the case may involve; (c) in consultation with Project Director and Procurement Specialist of PMU, recommend to the contractors/suppliers/consultants all measures to be taken to implement the contract as per contract documents and to the satisfaction of MOFA, (c) recommend to the PMU opinions on variation orders or any other amendment to the contract as may be needed from time to time to ensure satisfactory completion of contracts.

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

1. A Master's Degree in Fisheries Science, Marine Coastal Resources Management or of a relevant field.
  - i. The candidate will be at an advantage for having past experience working on similar MCS projects funded by International Donors.
  - ii. Experience and understanding of project management, project planning and evaluation, as well as institutional reforms
  - iii. Strong organizational and planning skills with ability to work independently as well as a team player, under stress
  - iv. Should have strong and proactive interpersonal communicative skills, experience in team leadership and participatory management.

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 portfolio. 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 MCS Component Coordinator 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 Component Coordinator 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 Ministry of Fisheries and Agriculture in Malé with extensive travel to Islands, vessels or field visits as maybe required.

#### **G. REMUNERATION AND OTHER BENEFITS**

1. MVR 12,300 per calendar month as remuneration for the services depending on qualifications and experience, for the services provided by the Component Coordinator
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 allowances will be provided from the project.