

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;

E. QUALIFICATIONS AND EXPERIENCE

1. A Bachelor's Degree in Fisheries Science, Fisheries Resources Management, Aquaculture or of a relevant field.
 - i. The candidate will be at an advantage if the professional field of work is directly related to fisheries management or 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.

F. 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.

G. 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 May 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.

H. RENUMERATION 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.

I. 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

TERMS OF REFERENCE

FARM HANDS

Project Title:	Sustainable Fisheries Resources Development Project
Project Location:	Matu, Gaafu Alif Atoll
Project Duration:	2 years
Supervision:	Technical Manager
Positions available:	2
Salary:	MVR 12,300 (US 800) per month
Responsibilities:	<ul style="list-style-type: none"> • Routine maintenance of groupers and milkfish in the multi-species hatchery <ul style="list-style-type: none"> ○ This involves timely feeding and recording according to schedules provided ○ Monitoring and recording water quality in individual tanks • Routine maintenance of milkfish grow-out operations <ul style="list-style-type: none"> ○ This involves timely feeding and recording according to schedules provided • Hatchery maintenance <ul style="list-style-type: none"> ○ Routine cleaning of hatchery premises ○ Routine cleaning and maintenance of hatchery equipment and machinery ○ Carry out minor repairs of hatchery equipment and machinery • Assist in mariculture training activities conducted by the project • Work in shifts to ensure the security of all in-water structures and animals at all times • Assist in other field activities of the project • Work in other mariculture facilities of MRC when ever required
Qualification/ experience	At least completed secondary school education (Gr. 10)
Qualities	Team work