



CALL FOR EXPRESSION OF INTEREST

**RECRUITMENT OF SHORT-TERM CONSULTANT:
FISHERIES AND AQUACULTURE RESOURCES MANAGEMENT EXPERT**

DEADLINE FOR SUBMISSION: 2ND OCTOBER 2021

TERMS OF REFERENCE

BACKGROUND

The African Union Inter-African Bureau for Animal Resources (AU-IBAR), a specialized technical office of the Department of Agriculture, Rural Development, Blue Economy, and Sustainable Environment (DARBE) of the African Union Commission, is mandated to support and coordinate the utilization of livestock, fisheries, aquaculture and wildlife as resources for both human wellbeing and economic development in the Member States of the African Union. The Vision of the AU-IBAR Strategic Plan 2018-2023 is an Africa in which animal resources contribute significantly to integration, prosperity and peace. Within the framework of the African Union 2063, the Africa Blue Economy Strategy envisioned an inclusive and sustainable blue economy that significantly contributes to Africa's transformation and growth.

The first continent-wide intervention in the African fisheries and aquaculture was framed to address the following challenges: poor coordination among actors, lack of coherence in governance instruments and approaches, increasing incidences of IUU fishing due to weak capacity in the AU member states, weak evidence to foster reform, generally weak capacity and poor infrastructure, and lack of inclusive governance.

Towards the implementation of the Policy framework and reform strategy for fisheries and aquaculture in Africa (PFRS), the African Union InterAfrican Bureau for Animal Resources (AU-IBAR) implemented the EU funded Project 'Strengthening institutional capacity to enhance governance of the fisheries sector in Africa, commonly called Fisheries Governance Project (FishGov 1)' between 2014 to 2018. The FishGov 1 facilitated development of synergies and coherence in fisheries management and aquaculture practices by aligning national and regional policies with PFRS; enhanced the profile of the sector as well as fostered coordination in the governance of the sector, among other achievements.

Following the first phase (FishGov1), a second phase has been developed with the support of the EU. The scope of second phase (FishGov2) is to enhance sustainable fisheries management and aquaculture development in Africa thus accelerating reform in the sector and achieving the objectives of the AU Agenda 2063, notably food security, livelihoods and wealth creation. The specific objectives of FishGov 2 project are as follows: (i). African Union decisions on sustainable fisheries and aquaculture policies are evidence based; (ii). Fisheries and aquaculture policies in Africa are coherent with the PFRS and other AU priorities and coordinated at continental, regional and national levels and (iii). Africa is adequately represented and effectively participates in international fisheries and aquaculture fora and ably domesticates relevant global instruments.

AU-IBAR, in collaboration with AUDA-NEPAD, is in the process of engaging qualified AU Centres of Excellence in fisheries and aquaculture or other knowledge-based institutions to conduct identified studies in support of implementation of project activities. The process of recruitment of project staff is also ongoing at the AUC.

Whilst the recruitment processes are ongoing, the project management seeks to engage appropriate consultants to undertake specific activities that would facilitate the work of the qualified AU Centres of Excellence or the knowledge-based institutions once engaged.

To this end, AU-IBAR seeks the services of a Fisheries and Aquaculture resources management consultant on a short-term basis to undertake specific activities as outlined in the tasks. The consultant would work with the project team at AU-IBAR and AUDA-NEPAD on specific tasks.

Specific Responsibilities

Under the direct technical supervision of the Project Team Leader (Senior Fisheries Officer) at AU-IBAR, with overall supervision by the Senior Production Officer at AU-IBAR, the consultant shall perform the following tasks:

1. The consultant will support the procurement of consultancies under the framework contract. The consultant will draft terms of reference for specific services (**a-l**) under the framework consultancies and supervise the recruited consultants in completing the tasks including:
 - a. Develop and update database on fisheries and aquaculture and develop mechanism for data management
 - b. Commission studies on identifications of sources of fisheries, aquaculture, socio-economics and environmental related data (research and statistics) in two regions and establish a mechanism for regular updating
 - c. Review and propose mechanisms for rationalization of existing fisheries and aquaculture platforms and networks and propose a framework for anchorage with Regional Economic Communities (RECs) and relevant Regional Fisheries Organisations (RFOs)
 - d. Commission a study to develop a cost effective mechanism for stakeholder's consultation and generate specific recommendations based on best practices.
 - e. Review and align national fisheries and aquaculture policies and laws with the PFRS, regional instruments and global best practices for three AU member states
 - f. Collect best practices and lessons learnt on functional institutional anchorage between RECs and Regional fisheries Bodies/ Regional Sea conventions (RFBs/RSC) and propose a framework for effective anchorage.
 - g. Develop a mechanism for establishing/strengthening linkages between specialized regional fisheries institutions and environmental agencies.
 - h. Identify specific issues relevant to Small Island Developing States (SIDS) and develop draft strategic positions and make specific recommendations for establishment/strengthening a platform of SIDS.

- i. Prepare a roster of fishery and aquaculture experts in the different Member States and set up a consultation mechanism to draft positions and mobilize technical expertise
 - j. Identify global issues and agendas which impact on national, regional and continental fisheries and aquaculture development.
 - k. Identify and analyse priority instruments and initiatives (noting in particular initiative/instruments relating to implementation of SDGs, VG-SSF, CCRF, PSMA, combating IUU fishing, biodiversity and environmental governance) and outline strategies for effective participation by AU member states.
 - l. Develop a mechanism for follow-up on implementation and ratification of relevant instruments by AU MS for biennial reporting progress of domestication, including instruments relating to combating IUU (eg PSMA, EU-IUU regulations).
2. Prepare meeting documents for the upcoming STC-ARDWE meeting and high level AU Policy Organs
 3. Organise a general assembly of the Aquaculture Network for Africa (ANAF)
 4. Constitute members of the AFRM policy structures and organise first meeting of the AFRM working groups, Think Tank Executive Committee and Advisory Council
 5. Support one AU MS and one REC in developing national and regional Blue Economy strategies.
 6. Perform all other duties as requested by the supervisors.

Deliverables:

1. Follow up and ensure the conclusion of framework consultancies
2. Specific ToRs approved for all the activities listed in (a) to (l)
3. Expected outcomes of the activities (a) to (l) are:
 - a. Production of report and mechanisms for data management developed
 - b. Production of report and sources of data, types identified
 - c. Completion of studies and production of reports on mechanism for rationalization of platforms and networks
 - d. Completion of studies and cost-effective mechanisms for stakeholder's consultation
 - e. Completion of studies and three national policies and laws reviewed
 - f. Completion of studies and production of reports on best practices and lessons on institutional anchorage among regional institutions
 - g. Completion of studies and mechanism developed for establishing/strengthening linkages between specialized regional institutions
 - h. Completion of studies and specific issues for SIDs strategic positions in international fora
 - i. Roster of fisheries and aquaculture experts developed in AU member states and consultative mechanism established for drafting common positions
 - j. Global issues identified which impact on national, regional and continental fisheries and aquaculture development
 - k. Priority identified and analysed and strategies developed for effective participation of AU member states in the regimes
 - l. Mechanism developed for a follow-up on the implementation and ratification of the relevant instruments

4. Meeting documents for the upcoming STC-ARDWE and high level AU Policy Organs prepared
5. General assembly of the Aquaculture Network for Africa (ANAF) organised
6. Members of the AFRM policy structures constituted and first meeting of the AFRM working groups, Think Tank Executive Committee and Advisory Council organised
7. One AU MS and one REC supported for developing national and regional Blue Economy strategies supported

Academic Qualifications

The incumbent should have a

- Post-graduate University degree (Master's degree) in fisheries sciences, aquaculture or related aquatic sciences. PhD qualification in relevant disciplines would be an added advantage;
- A minimum of seven (7) years of relevant experience in aquaculture in the African fisheries sector and of which at least 3 years should at managerial level;

OR

- Bachelor university degree in fisheries sciences, aquaculture or related aquatic sciences;
- Qualification(s) in related Aquatic Sciences would be an added advantage;
- A minimum of ten (10) years of relevant experience in aquaculture in African Fisheries of which at least 5 years should be at managerial level.

Required Skills

1. Demonstrated experience in dealing with senior government officials and development partners;
2. Good networking skills and ability to maintain positive and constructive dialogue and relationships with key institutions operating in the regions;
3. Self-starter with the ability to strategically plan own work;
4. Very strong writing, analytical and communication skills are necessary.

Relevant Experience

General Experience

- At least 5 years proven working experience in the African fisheries and aquaculture sector
- Demonstrated experience working for donor funded fisheries and aquaculture related projects
- Record of policy and strategy formulation related to fisheries and aquaculture
- Proven Knowledge of regional and global instruments , initiatives and regimes relevant to African fisheries management and aquaculture development

Specific experience:

- Proven experience in promoting regional cooperation and coherence in the sector and knowledge on the activities and roles of RECs and RFOs in fisheries and aquaculture sector
- Record of capacity building for management of shared and transboundary fisheries and aquaculture resources
- Record of formulating and publication of knowledge products in fisheries management approaches and aquaculture development practices

- Proven knowledge on co-management practices and working experience with fishing and fish farming communities and other non-state actors in African fisheries and aquaculture sector
- Sound knowledge on issues of high seas fisheries and governance of large marine ecosystems

Gender Mainstreaming:

The AU Commission is an equal opportunity employer and qualified women are strongly encouraged to apply.

Duty stations:

The consultants will be stationed in the AU-IBAR offices in Nairobi with the possibility of travel on specific assignments to be agreed with the AU-IBAR Management,

Duration:

The duration of this assignment is 3 months with a possibility of a further 3 month extension. The selected candidate should be available to undertake this assignment with minimum delay.

Remuneration:

The remuneration for this Consultancy shall be between \$ 6,252 (local consultant) and \$ 7,499 (international consultant). Expenses for missions will be covered separately in accordance with the applicable African Union Commission rules and regulations. Payments will be done on a monthly basis and upon approval of an appropriate report and the consistent compliance with deliverables.

Tax and other Statutory Obligations: This consultancy assignment does not carry any expectation of employment, extension or conversion to another type of contract with AU-IBAR. The consultant is not employed by AU-IBAR therefore all tax and other statutory obligations in relation to this contract are the responsibilities of the consultant.

Medical cover: The consultant/Firm will be responsible for his/her medical and life covers during the assignment.

Costs of Electronic Communication in the Course of Undertaking the Consultancy: The organization shall provide the standard electronic and communication support at the duty station and while on any mission. Any other costs of electronic or telephone communication will be borne by the expert.

Travel: Any costs related to travel at the start and the end of the assignment (where relevant) and travel required for the execution of the assignment will be borne by the organization.

Evaluation Criteria:

The applications will be evaluated on the basis of the relevant technical qualifications, experience and competence of the candidates.

Supervision

The successful consultant will be under the direct supervision of the Senior Fisheries Officer at AU-IBAR who shall have the responsibility of approval of reports.

Submission of applications:

The following documents should be submitted with the application:

- a) Technical proposal including confirmation of an understanding of the terms of reference, proposed methodology and workplan including a timetable of activities, any comments on the terms of reference and expected outputs, detailed curriculum vitae with email and telephone contacts for referees. (PDF format preferred)
- b) Copy of identification documents e.g. passport
- c) Signed declaration for on exclusion criteria (see attached form)
- d) Signed statement confirming availability and exclusivity for this assignment (see attached form)

All applications should be submitted to the email addresses below on or before midnight (Nairobi local time) 2nd October 2021.

Any requests for clarification may also be submitted to the address below at least 3 days before the deadline for submission of applications. Any clarifications given will be published on the AU-IBAR website.

The address for submission of applications:

procurement-210902-1@au-ibar.org with a copy to alexander.eyong@au-ibar.org; albert.obiero@au-ibar.org and emmah.boro@au-ibar.org